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Military Women

IN THE DEPARTMENT OF DEFENSE

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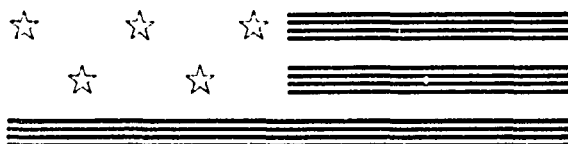
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MILITARY WOMEN

IN THE DEPARTMENT OF DEFENSE



VOLUME IV

APRIL 1986



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PREFACE

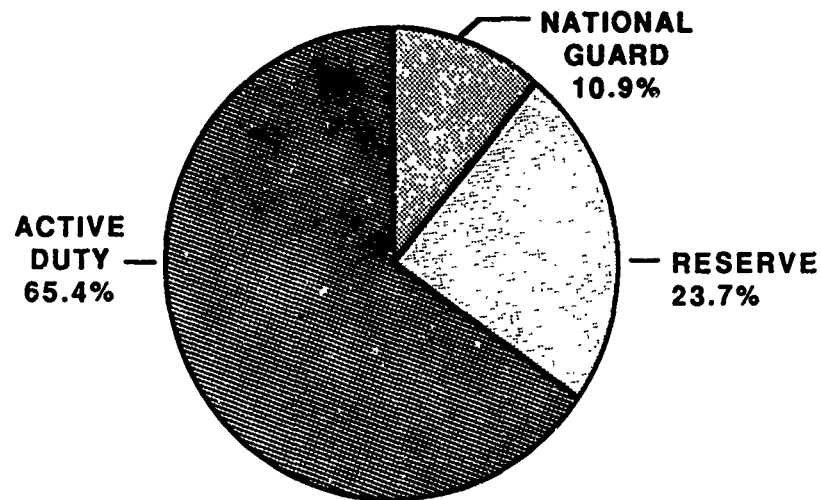
Women are recognized today for the important contributions which they make to national defense. Women serve in all capacities except those prohibited by legislation or associated Service policies. This has not always been the case. Barely a decade ago women comprised less than 2% of active duty personnel and less than 5% of the National Guard and Reserve. Those who served, did so in "traditional" capacities (e.g. administration and medicine). Today, women constitute almost 10% of the active component and over 10% of the National Guard and Reserves. They serve in many career fields which historically have been staffed exclusively by men (e.g. operations, intelligence, and maintenance).

The purpose of this publication is to provide current data on the status of women in all components of

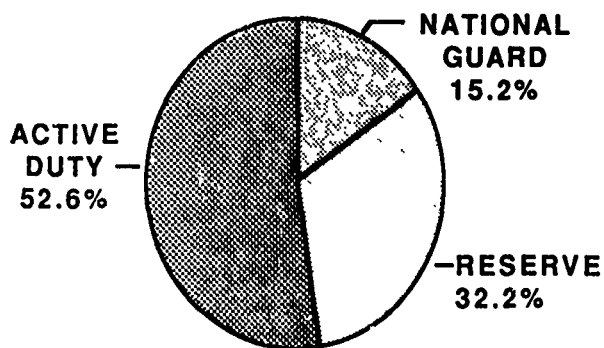
the Armed Forces. As shown on the adjacent charts, National Guard and Reserve women now comprise almost 35 percent of the total women in the military.

This booklet makes selected demographic comparisons between men and women as a means of providing an overview. The data used to construct the tables and graphs were generated (in most cases) by the Defense Manpower Data Center. Please refer questions or comments concerning the results portrayed for active duty women to OASD(FM&P) MM&PP/O&EPM, The Pentagon, Washington, D.C. 20301-4000. Questions or comments concerning National Guard and Reserve women should be addressed to OASD(RA) GR/M&P, The Pentagon, Washington, D.C. 20301-1500. Additional copies may be obtained through the Government Printing Office.

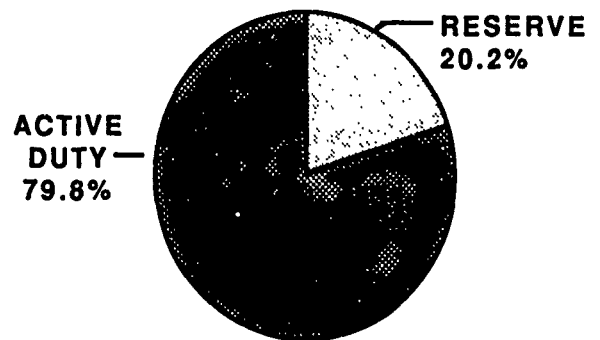
DEPARTMENT OF DEFENSE TOTAL FORCE MIX OF MILITARY WOMEN FY 1985



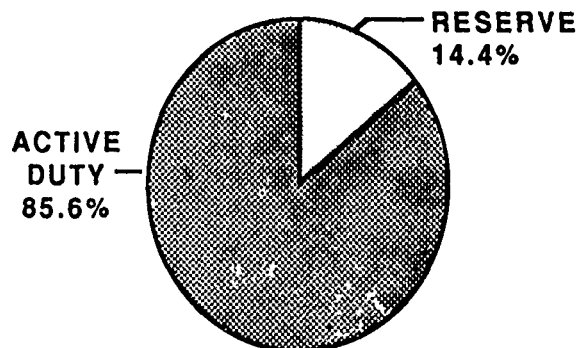
TOTAL ARMY WOMEN



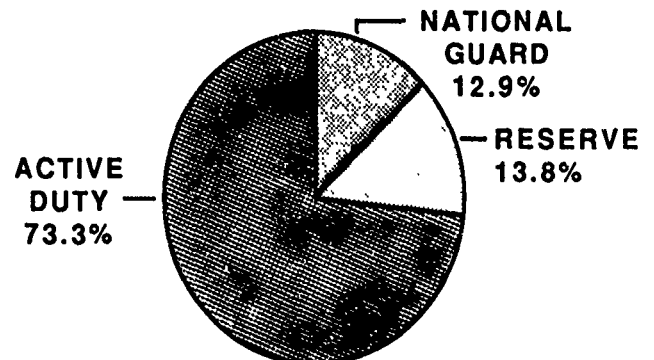
TOTAL NAVY WOMEN



TOTAL MARINE WOMEN



TOTAL AIR FORCE WOMEN



INTRODUCTION

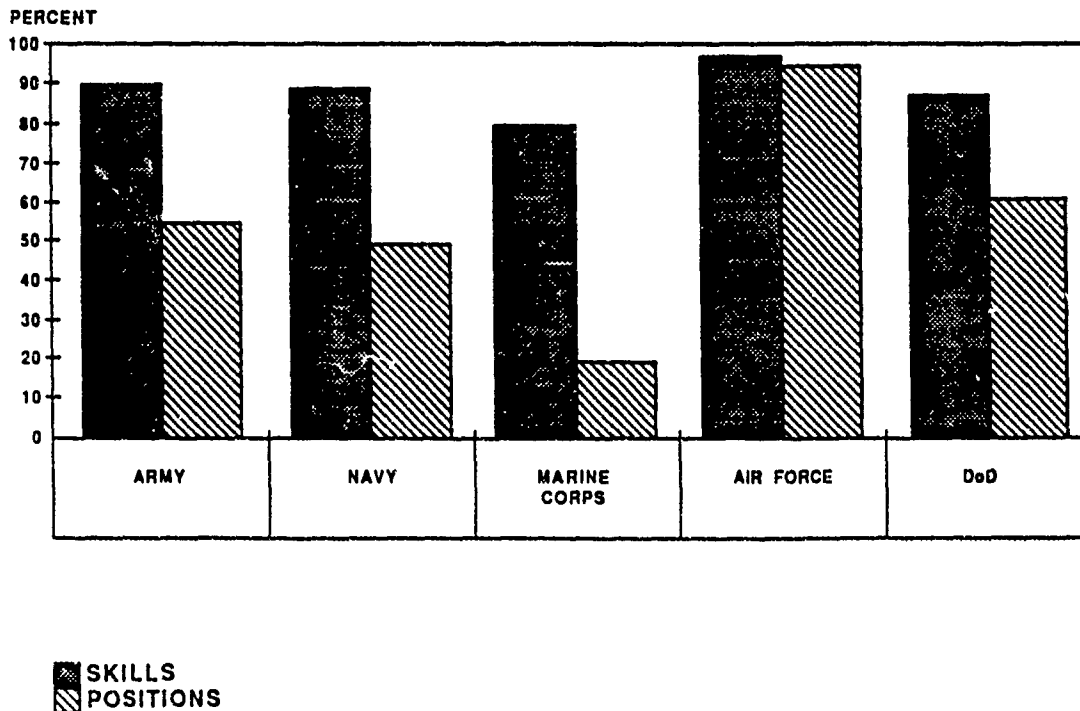
Military women are performing their duty requirements with the same professional competence displayed by military men. Although this has been widely recognized for many years, only within the past decade have women been permanently integrated within the active/reserve component personnel inventories. The catalysts which motivated integration and expansion of the role of women in the military exist in law. The passage of Public Law 90-130, which repealed the ceiling on women, the creation of the all-volunteer forces, and the enactment of the Defense Officer Personnel Management Act (DOPMA), which repealed long standing provisions of law containing unwarranted distinctions with respect to women officers, fostered current Department of Defense policy on the utilization of women in military service. This policy, restated by the Secretary of Defense in a memorandum to Secretaries of the Military Departments dated July 19, 1983, calls for full utilization of women consistent with existing combat exclusion laws and related policy.

The current laws which restrict the assignment of women in the Navy, Marine Corps and Air Force, and their reserve components, were enacted in 1948 when the women's auxiliary components were made part of the permanent military structure. Under these statutes, women in the Navy, Marine Corps, Naval Reserve and Marine Corps Reserve may not be assigned to duty on ships or in aircraft that are engaged in combat missions, nor may they be assigned to other than temporary duty on vessels of the Navy except

hospital ships, transports, and vessels of similar classification not expected to be assigned to combat missions. Similarly, Air Force women on active duty or serving in the Air National Guard and the Air Force Reserve, except those in designated medical, chaplain and judge advocate functions, may not be assigned to duty on aircraft engaged in combat missions. There are no statutory restrictions on the utilization of Army women or women of the Army National Guard or Army Reserve in combat. However, Army Departmental policy parallels the statutes, and restricts women from assignment to those skills and positions which, through doctrine, mission, or battlefield location, invite the highest probability of direct combat action.

The results of our personnel utilization policies are translated into skills and positions open to women as shown on the following pages. The differences among the Components reflect the impact of combat exclusion restrictions and the differing component missions. As can be seen, skills open to women range from approximately 98 percent for the Air Force to 80 percent in the Marine Corps. Actual positions open to women range from more than 95 percent in the Air Force to only 20 percent in the Marine Corps. In the Army and Navy women may be assigned to approximately 90 percent of the skills and more than half of the positions in those Components. For the total Department of Defense, almost 88 percent of the skills and more than 61 percent of the positions are open to women.

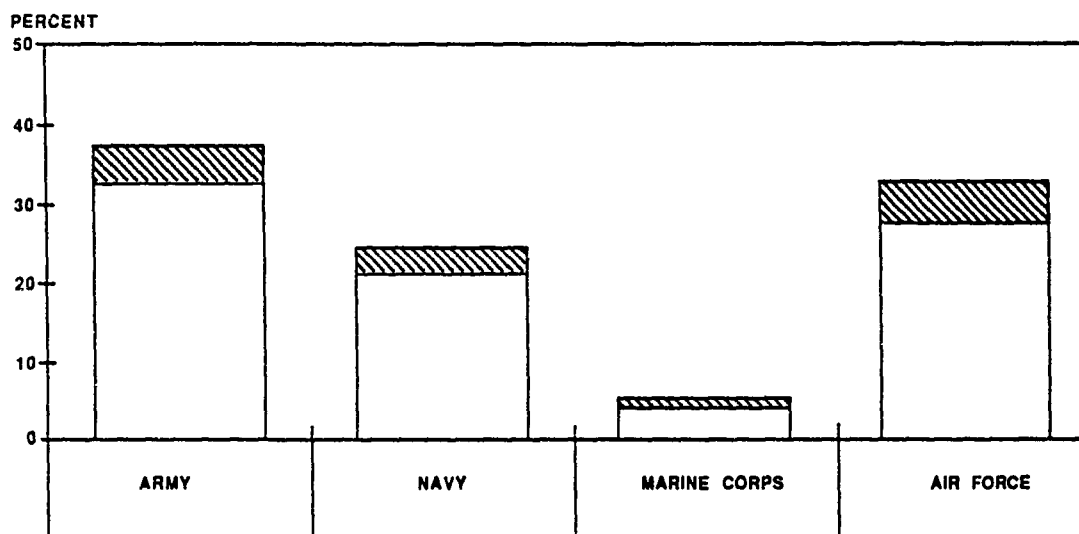
OFFICER AND ENLISTED CAREER OPPORTUNITIES SKILLS AND POSITIONS OPEN TO WOMEN



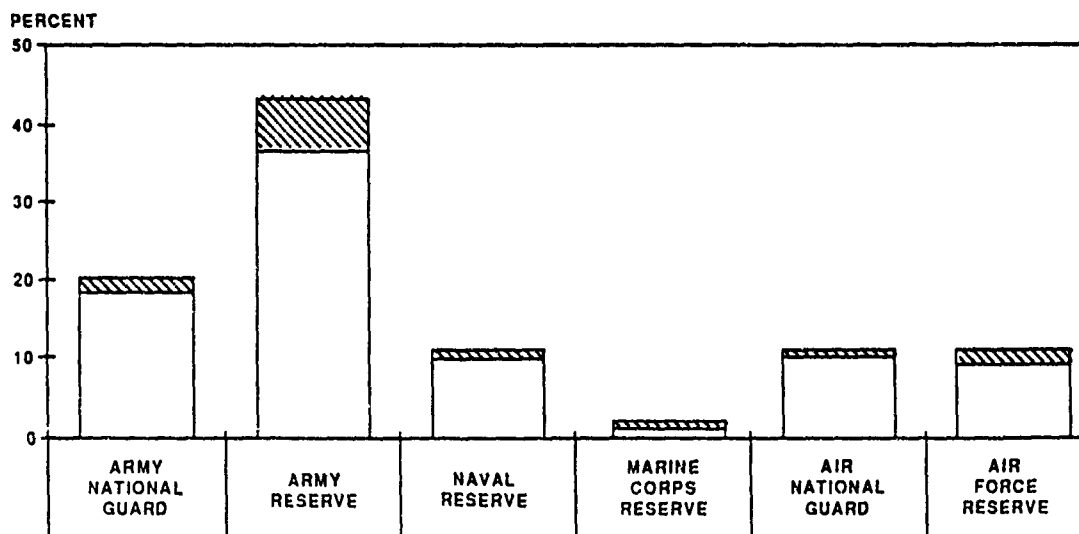
PERCENT DISTRIBUTION OF WOMEN BY EACH SERVICE

These charts reflect the distribution of the total number of women on active duty and in the reserve components respectively as of September 30, 1985. The data is presented by officer and enlisted serving in the four active and six reserve components of the Department of Defense. As can be seen, on the active

side the Army has the highest number of women with approximately 38 percent of the total, while the Air Force has the highest percentage of women officers. Within the reserve components, the Army Reserve has the highest percentage of women with approximately 44 percent of the total women.



SELECTED RESERVE PERCENT DISTRIBUTION OF WOMEN BY EACH COMPONENT



OFFICER
 ENLISTED



SECTION I

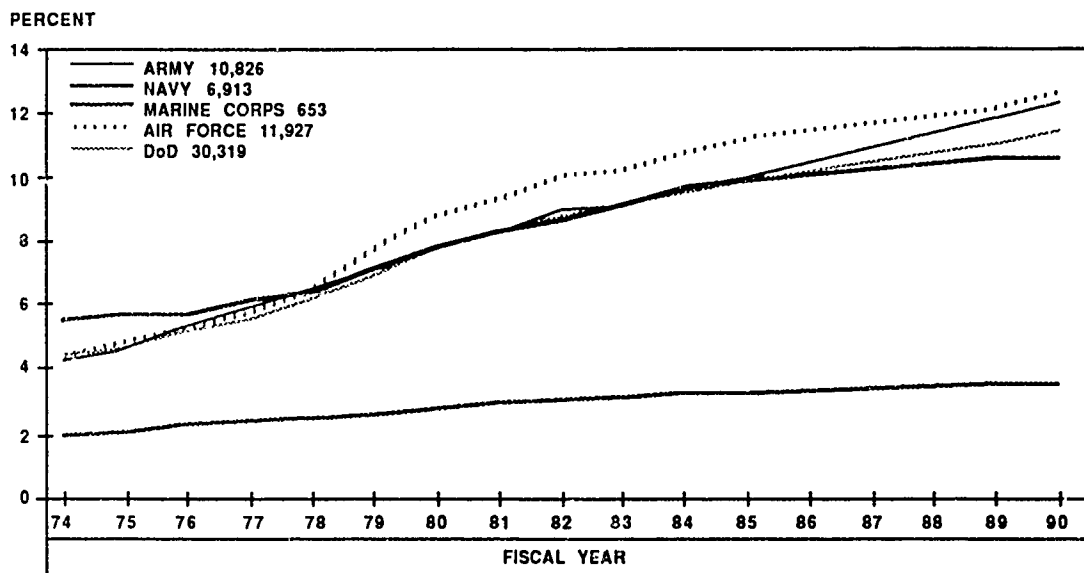
**OFFICER
(Commissioned and Warrant)**

WOMEN AS A PERCENT OF OFFICER END STRENGTH

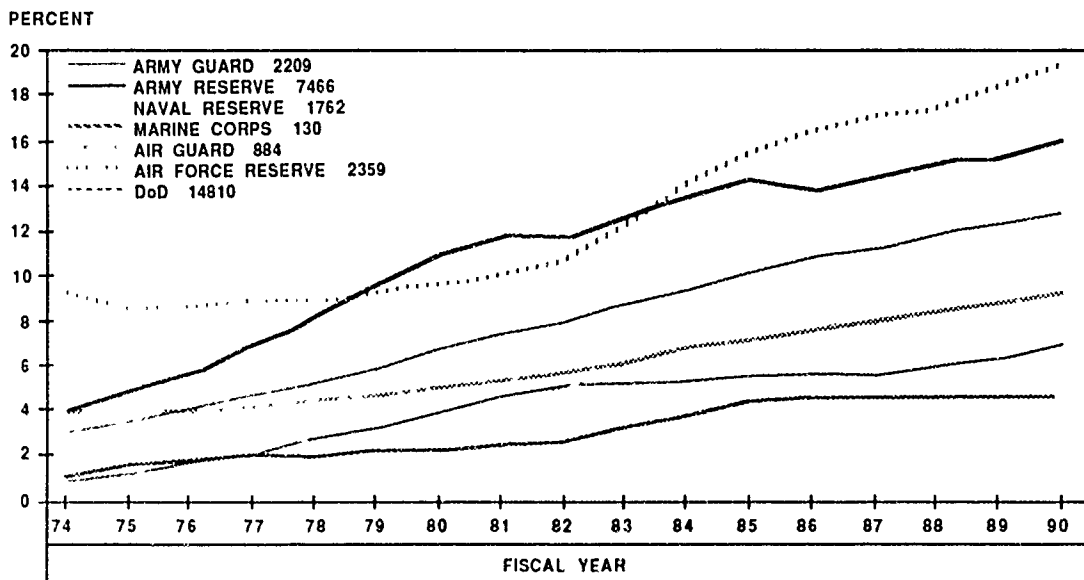
Prior to the passage of Public Law 90-130, signed on November 8, 1967, the total number of military women was restricted to a maximum of 2 percent of each Service. With the removal of this ceiling, and the transition to an all volunteer force in 1973, the participation rate of women increased steadily. The

following charts depict the current percentages of women officers, and provides projections for each active and reserve component. It is important to note that the projected percentages constitute planning figures — not ceilings.

WOMEN AS A PERCENTAGE OF ACTIVE DUTY OFFICER END STRENGTHS



WOMEN AS A PERCENTAGE OF SELECTED RESERVE OFFICER END STRENGTHS



OFFICER DISTRIBUTION BY GRADE AND YEAR OF SERVICE

SEPTEMBER 1985

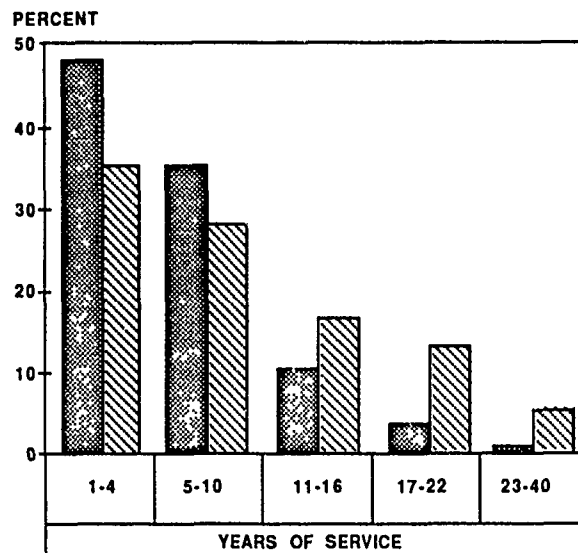
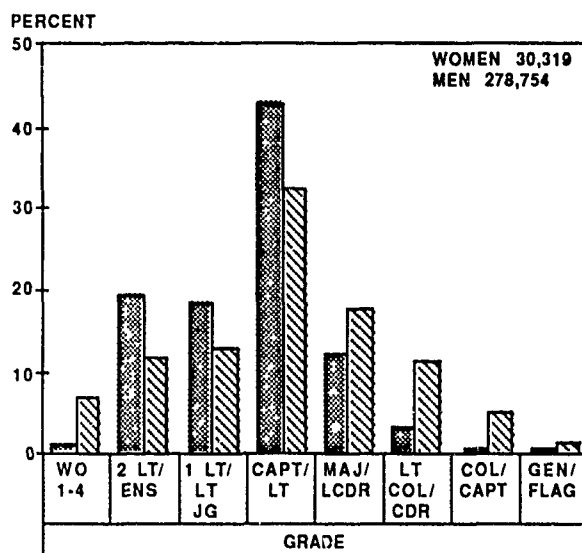
In comparing the grade distribution between male and female officers it must be remembered that women began to enter the military in increasing numbers only in the last twelve years. In the military, advancement is a function of time as well as ability. Thus, the grade distribution between male and female officers will in fact be disparate until the increased female population can mature through the force. As can be seen, approximately 83 percent of female officers are in the grade of Captain/Lieutenant and below as compared to 65 percent of male officers.

This distribution is explained by the fact that approximately 85 percent of female officers have ten years or less of service compared to 64 percent of male officers.

A similar situation exists in the National Guard and Reserve, although the median grade of Guard and Reserve women officers is somewhat higher than that of active duty women due to their higher median level of years of commissioned and/or warrant officer service.

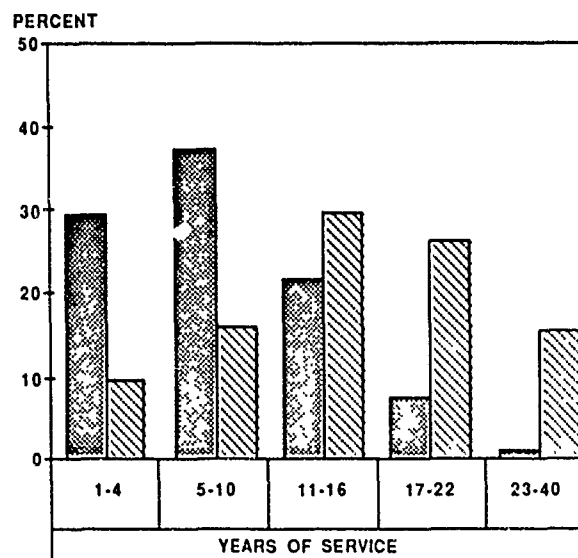
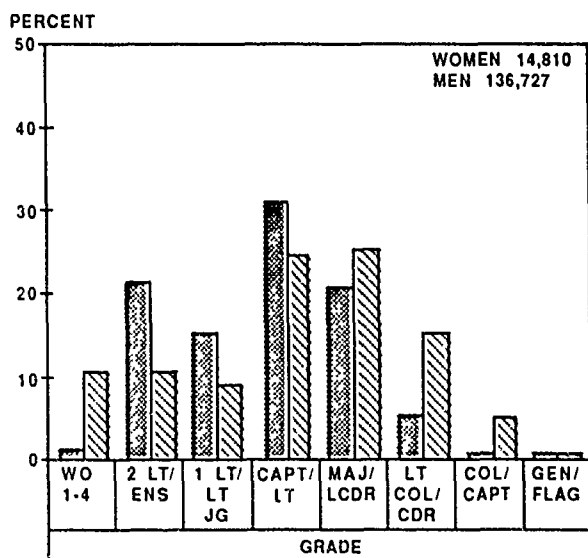
DoD

ACTIVE DUTY



DoD

SELECTED RESERVE



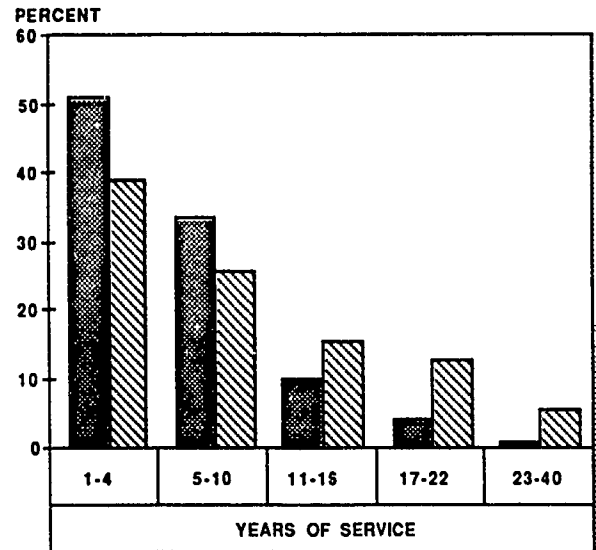
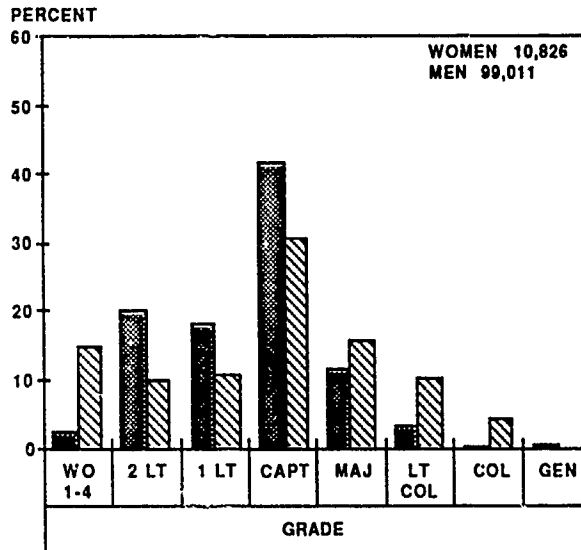
WOMEN
MEN

ACTIVE DUTY OFFICER DISTRIBUTION

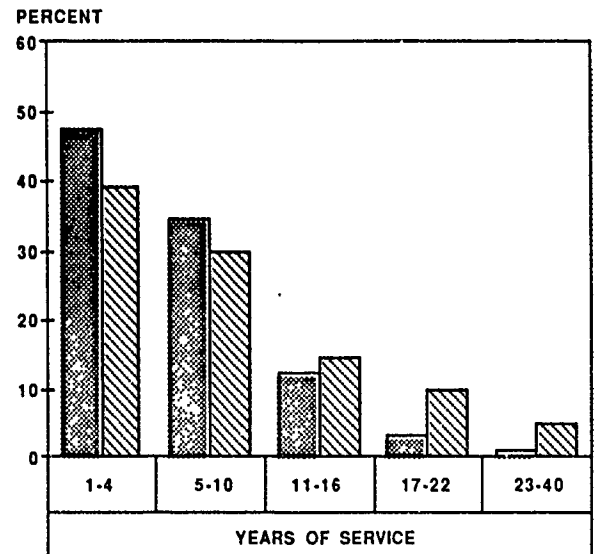
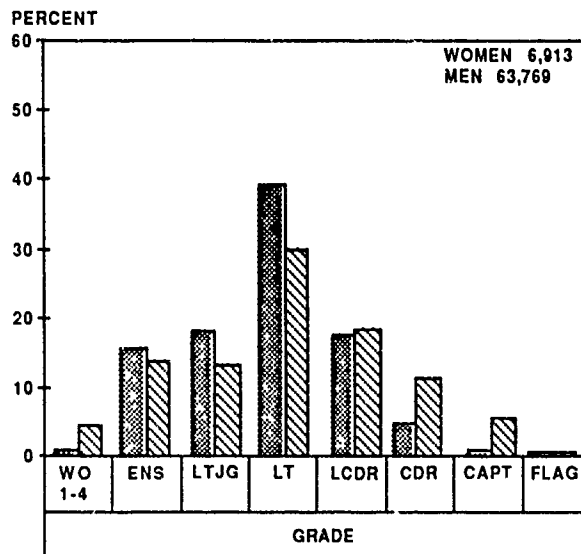
BY GRADE

BY YEAR OF SERVICE

ARMY



NAVY



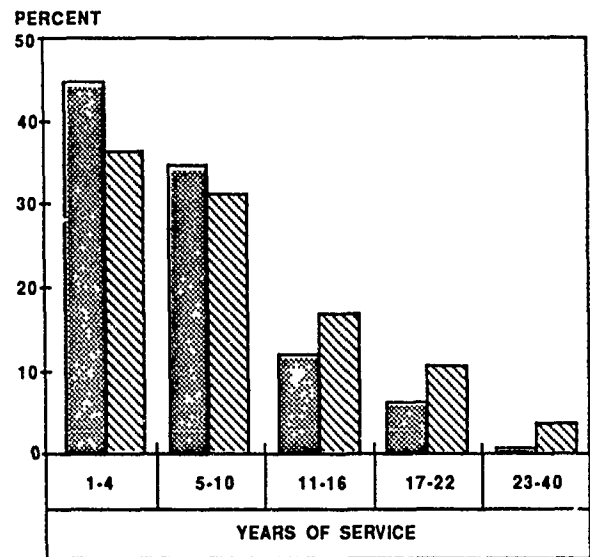
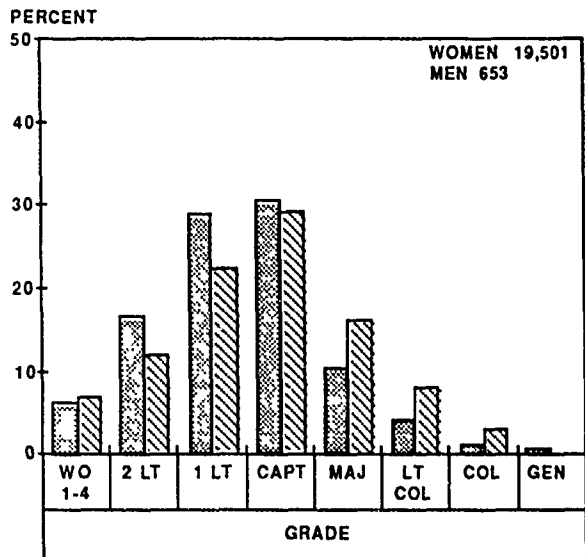
WOMEN
 MEN

ACTIVE DUTY OFFICER DISTRIBUTION

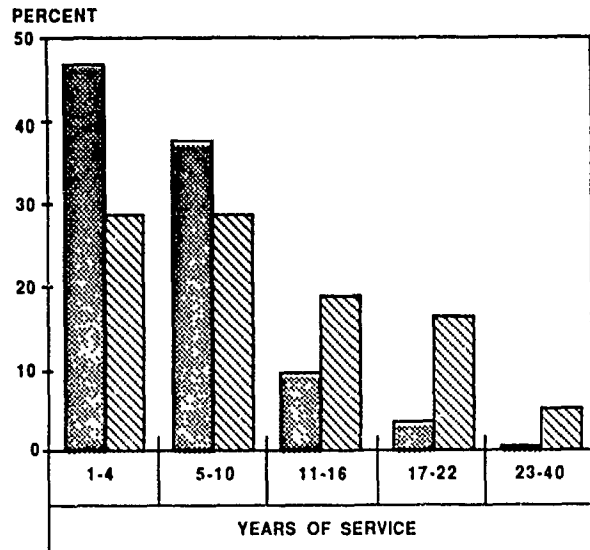
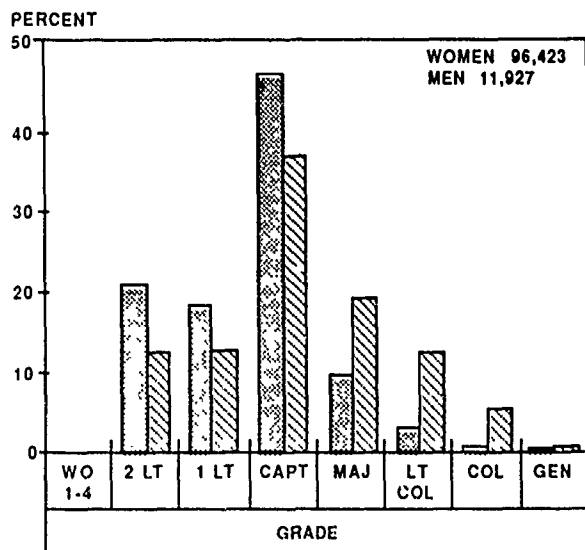
BY GRADE

BY YEAR OF SERVICE

MARINE CORPS



AIR FORCE



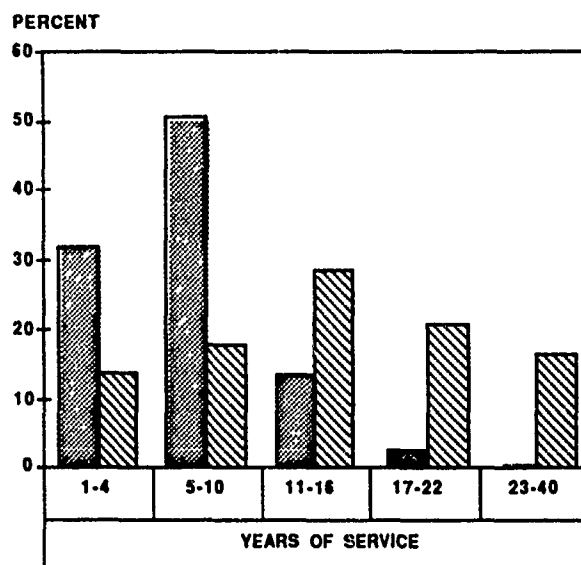
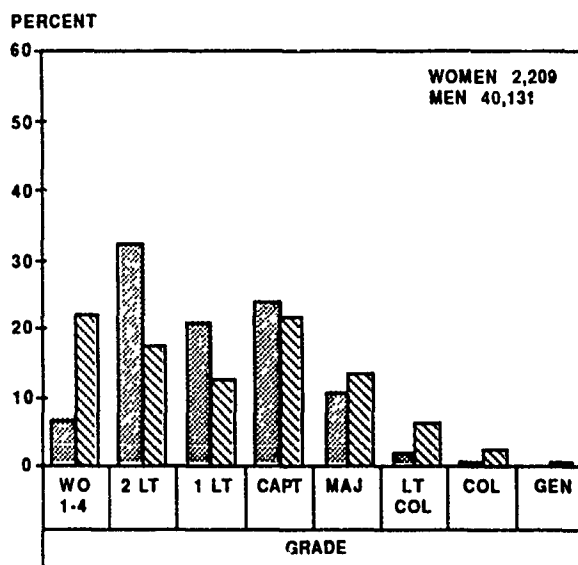
WOMEN
 MEN

SELECTED RESERVE OFFICER DISTRIBUTION

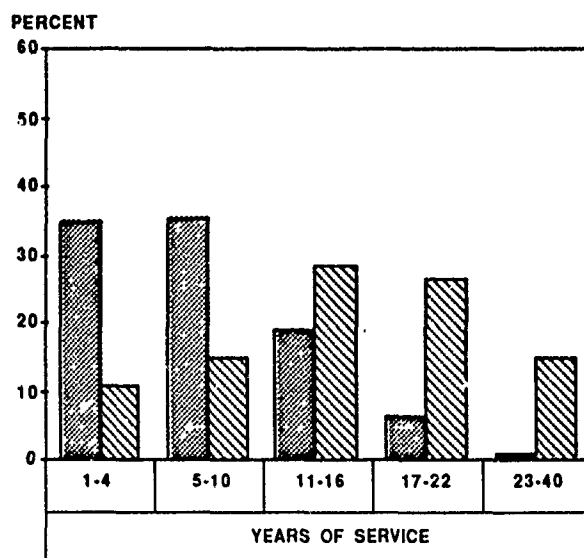
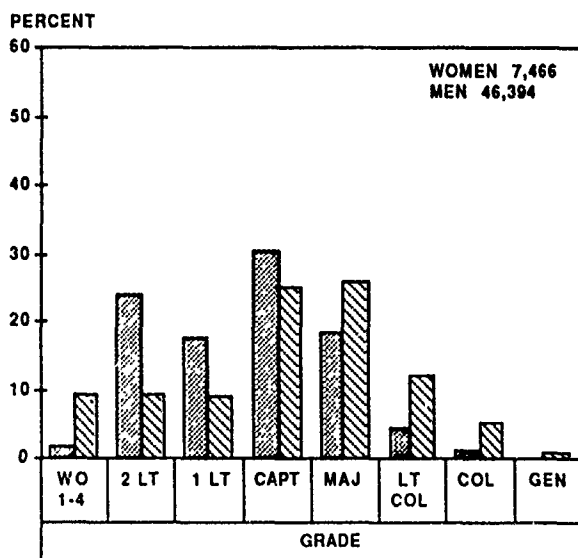
BY GRADE

BY YEAR OF SERVICE

ARMY NATIONAL GUARD



ARMY RESERVE



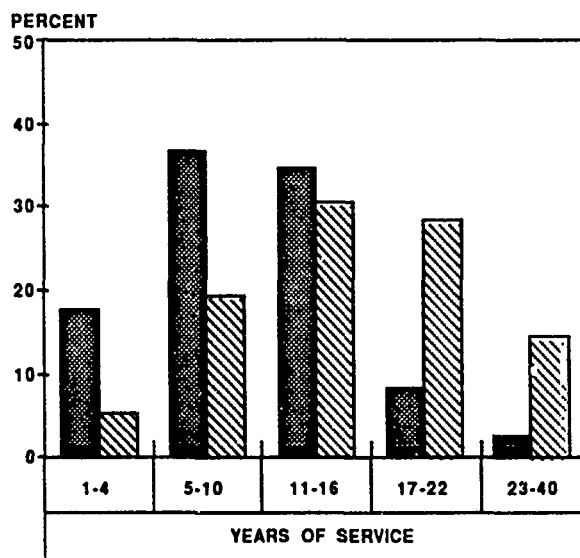
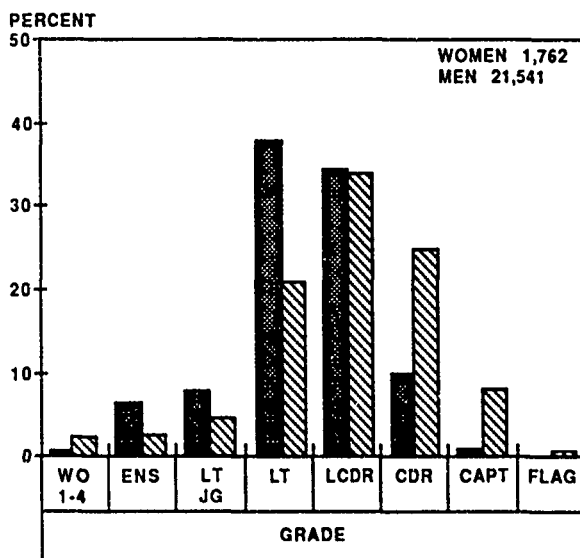
WOMEN
 MEN

SELECTED RESERVE OFFICER DISTRIBUTION

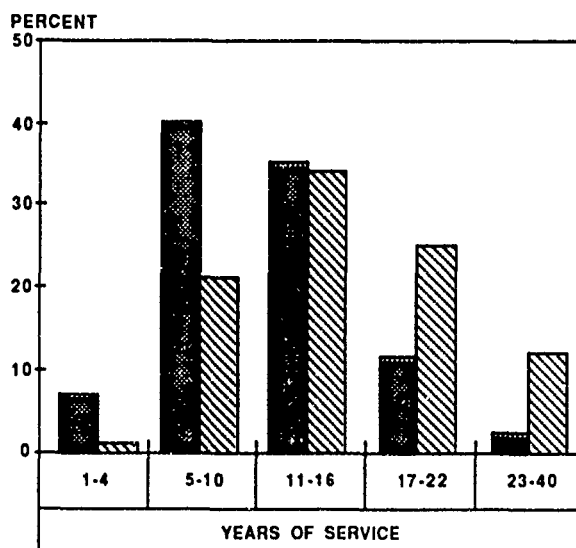
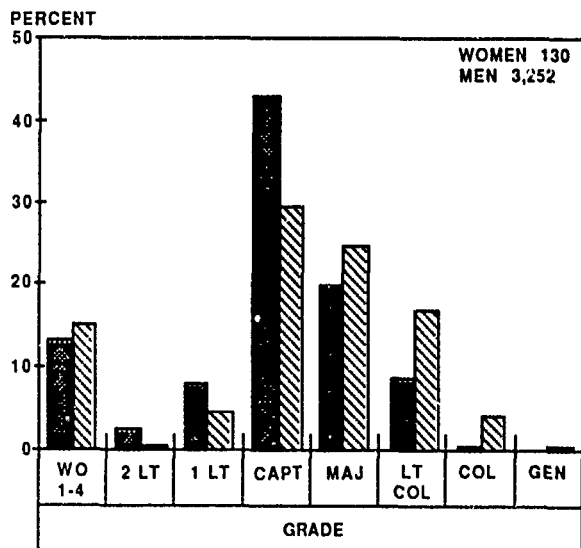
BY GRADE

BY YEAR OF SERVICE

NAVAL RESERVE



MARINE CORPS RESERVE



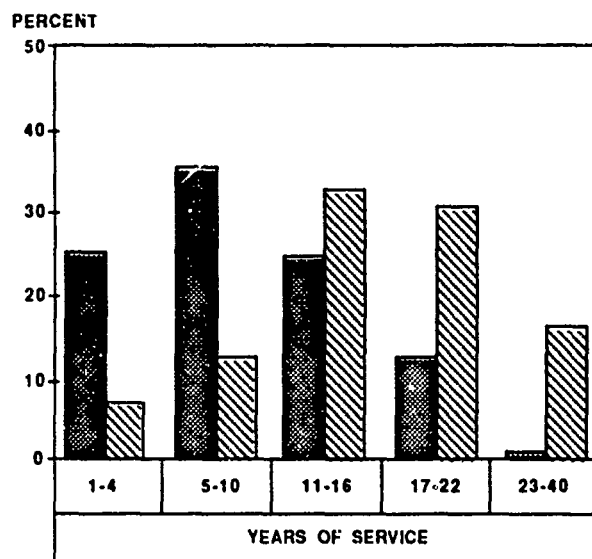
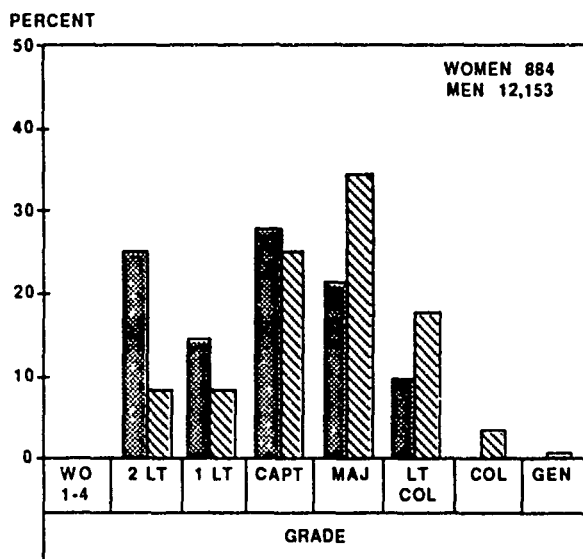
 WOMEN
 MEN

SELECTED RESERVE OFFICER DISTRIBUTION

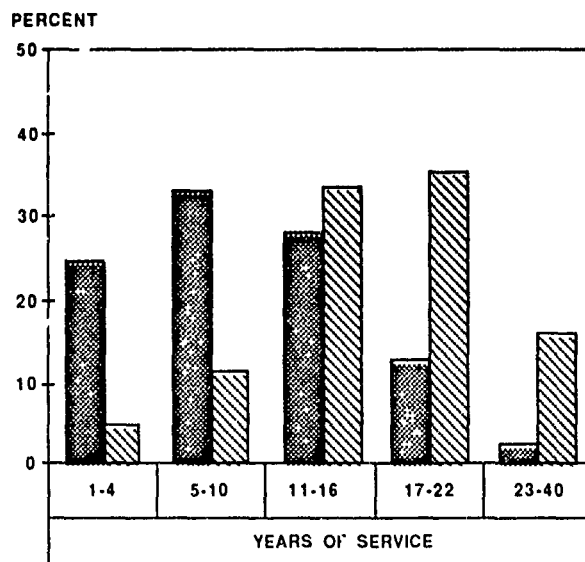
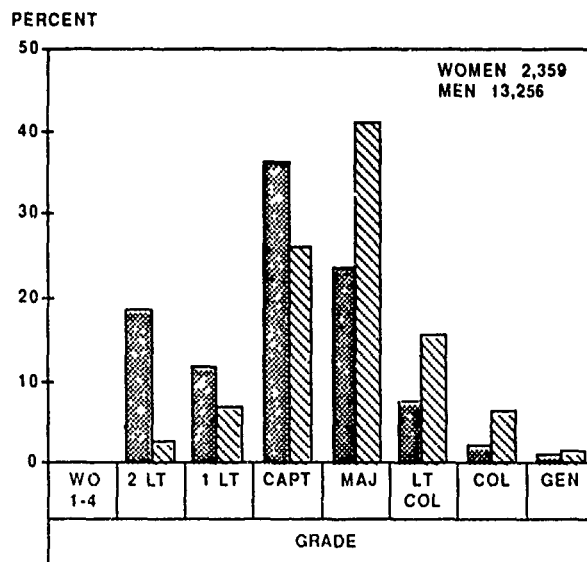
BY GRADE

BY YEAR OF SERVICE

AIR NATIONAL GUARD



AIR FORCE RESERVE



WOMEN
 MEN

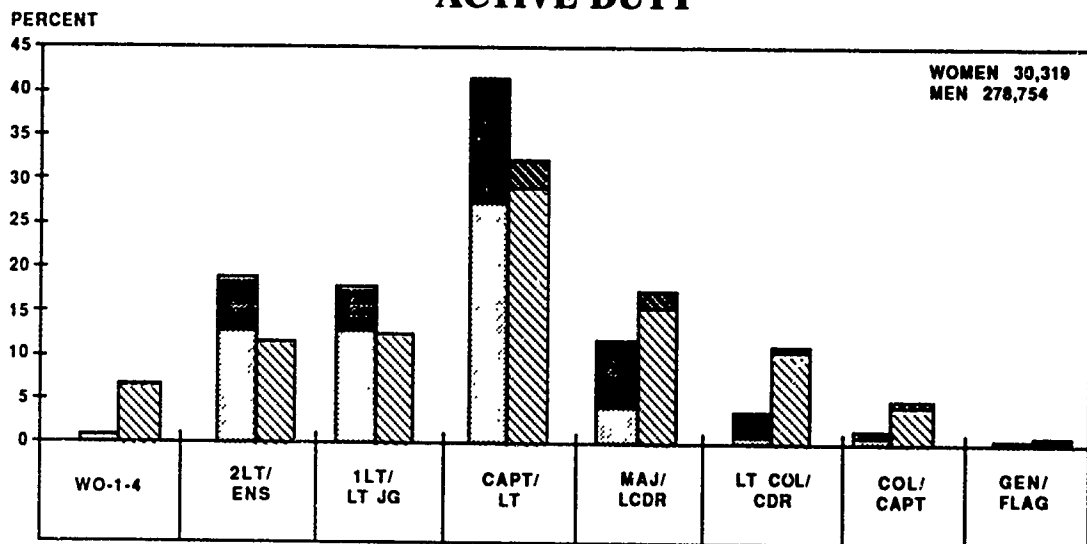
OFFICER GRADE DISTRIBUTION

MEDICAL vs. NON-MEDICAL

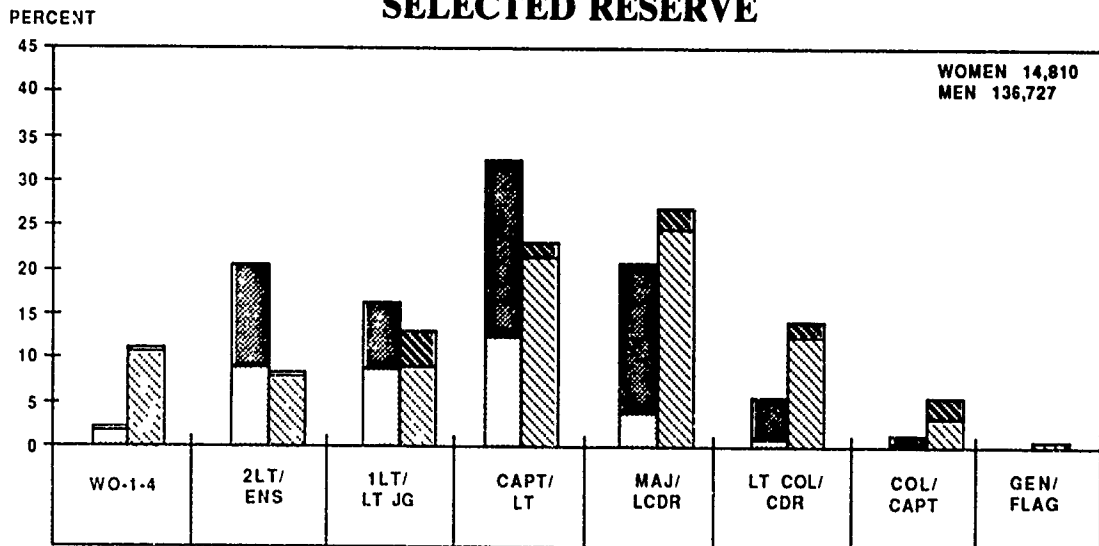
The following charts provide the same grade distribution data for male and female officers, but additionally reflect the within-grade distribution between medical and non-medical officers. The predominance of women in the medical category at the more senior grades is reflective of the fact that, prior to the early 1970's, the majority of women officers were nurses — 72 percent in 1971 as an example. Today nurses comprise 38 percent of all women

officers on active duty and over 50 percent of the women officers in the reserve components. This distribution will change as increasing numbers of non-medical women continue to enter and remain in the force. This information is broken out by each component in the following pages. The Marine Corps does not have medical personnel of its own but is supported by the Navy.

DoD ACTIVE DUTY



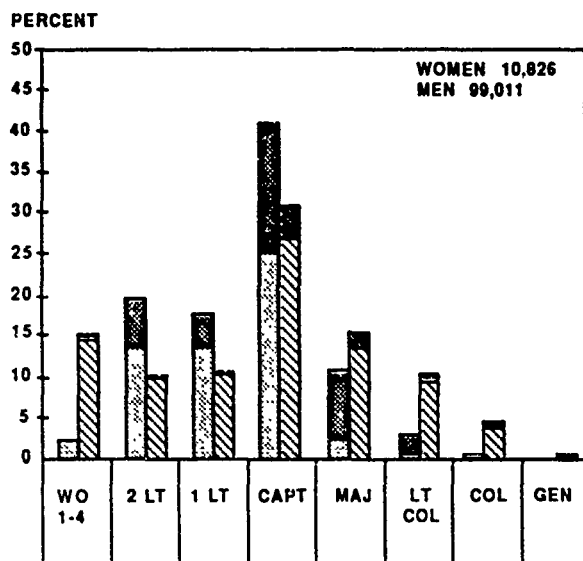
DoD SELECTED RESERVE



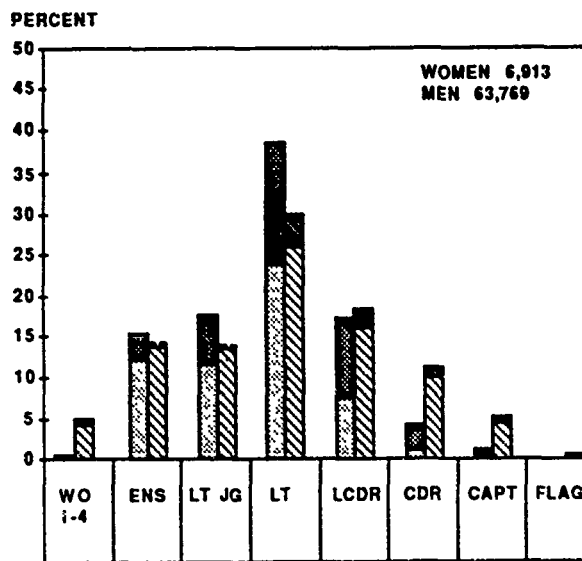
MEDICAL
 NON-MEDICAL
 W M

ACTIVE DUTY OFFICER GRADE DISTRIBUTION MEDICAL VS. NON-MEDICAL

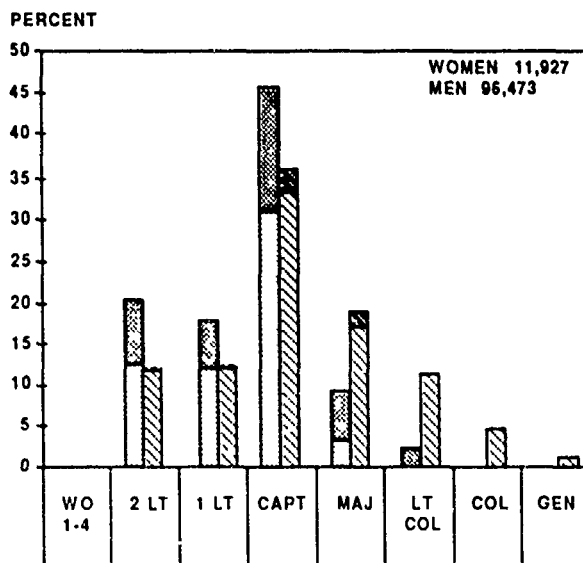
ARMY



NAVY



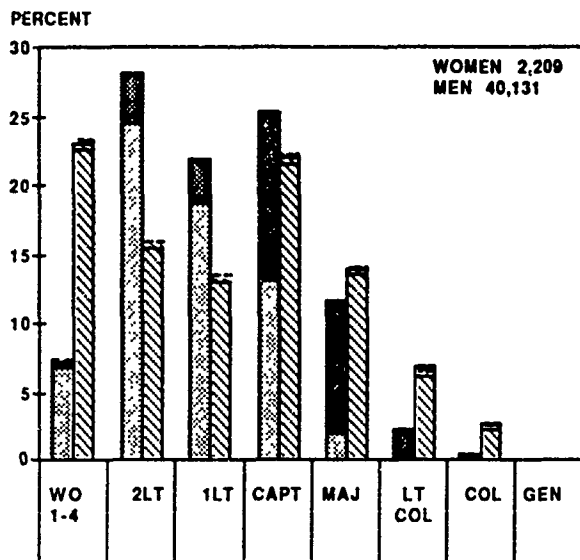
AIR FORCE



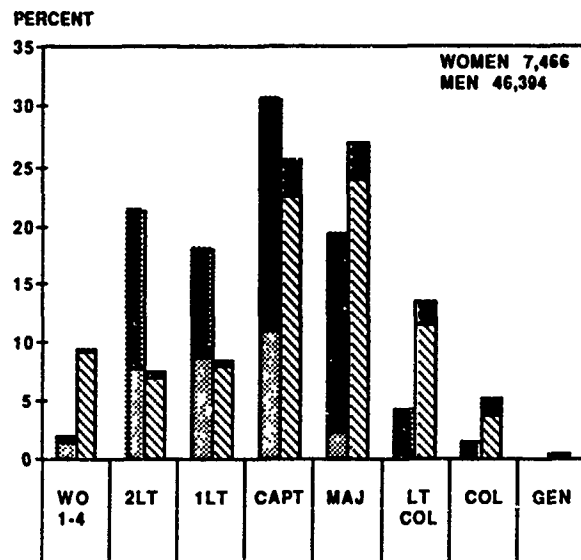
 **MEDICAL**
 **NON-MEDICAL**
 W M

SELECTED RESERVE OFFICER GRADE DISTRIBUTION MEDICAL VS. NON-MEDICAL

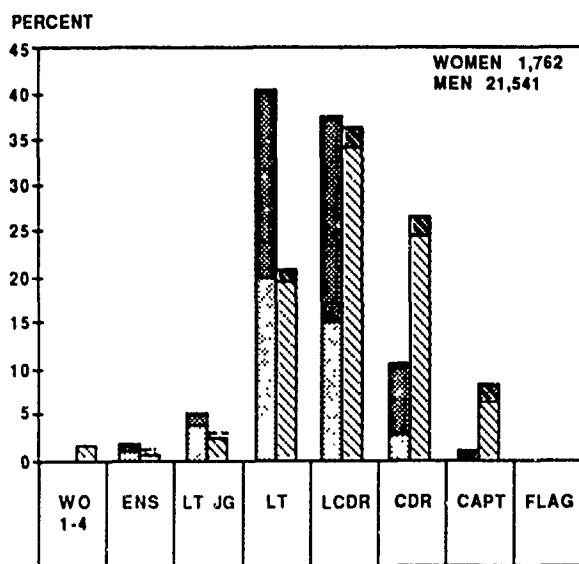
ARMY NATIONAL GUARD



ARMY RESERVE



NAVAL RESERVE

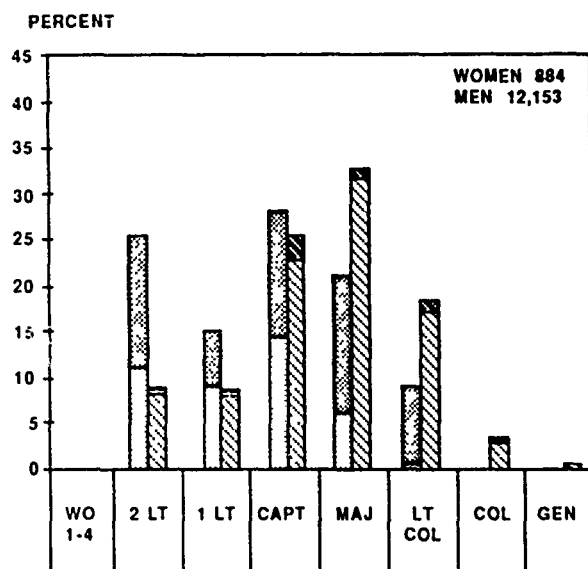


MEDICAL
 NON-MEDICAL
 W M

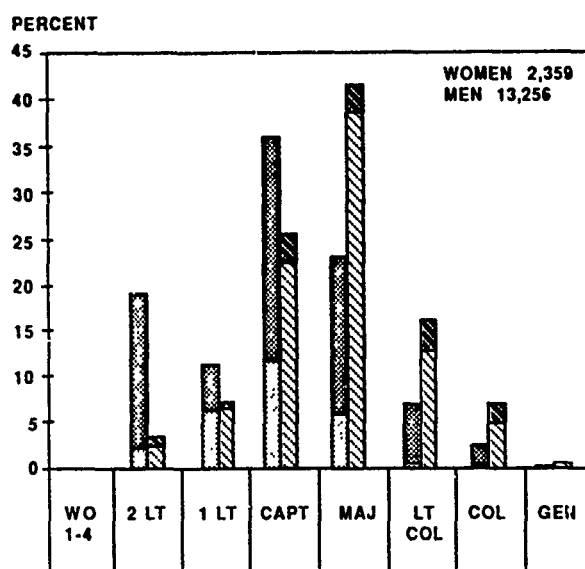
OFFICER GRADE DISTRIBUTION

MEDICAL VS NON-MEDICAL

AIR NATIONAL GUARD



AIR FORCE RESERVE



MEDICAL
 NON-MEDICAL
 W M

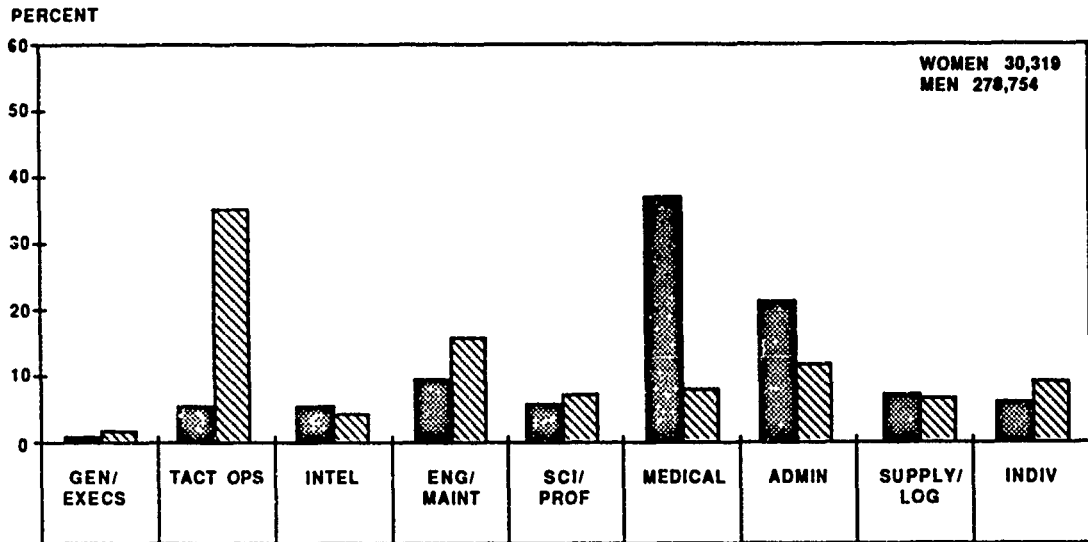
OFFICER DISTRIBUTION BY OCCUPATION GROUP

Each DoD Component classifies and manages commissioned and warrant officers to suit its unique force structure requirements. In classifying, training, and assigning officers a variety of factors are considered. Among the most important are: legal and policy constraints, costs, career opportunities, duty at sea or overseas, physical and mental criteria, personal

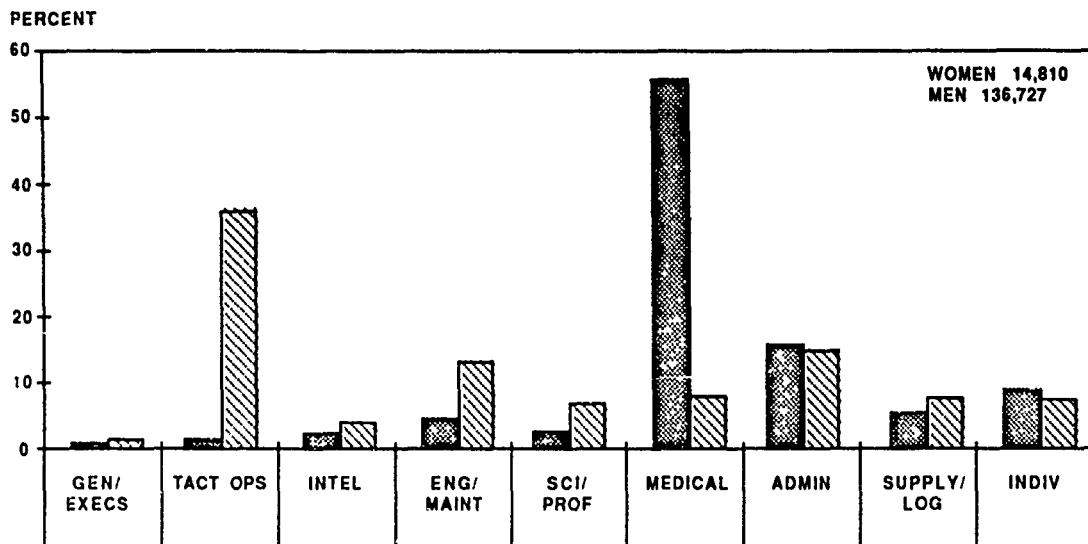
preferences, and the needs of each Service. To enable cross-service occupational comparisons, a system of DoD occupational groups is used. A synopsis of the kinds of skills in each group is shown on the following page. The occupational distribution of all DoD officers as of the end of Fiscal Year 1985 is shown on the following charts.

OCCUPATIONAL DISTRIBUTION OF OFFICERS 30 SEPTEMBER 1985

ACTIVE DUTY



SELECTED RESERVE



NOTE: Percent equals the percent of total male or female officers.

■ WOMEN
▨ MEN

OFFICER OCCUPATION GROUPS

1. General Officer and Executive.

- a. General and Flag.
- b. Executive.

2. Tactical Operations.

- a. Fixed-Wing Fighter and Bomber Pilot.
- b. Other Fixed-Wing Pilot.
- c. Helicopter Pilot.
- d. Aircraft Crew.
- e. Ground and Naval Arms.
- f. Missile.
- g. Operations Staff.
- h. Civilian Pilot.

3. Intelligence.

- a. Intelligence, General.
- b. Communications Intelligence.
- c. Counterintelligence.

4. Engineering and Maintenance.

- a. Construction and Utilities.
- b. Electrical/Electronic.
- c. Communications and Radar.
- d. Aviation Maintenance.
- e. Ordnance.
- f. Missile Maintenance.
- g. Ship Construction and Maintenance.
- h. Ship Machinery.
- j. Safety.
- k. Chemical.
- l. Automotive.
- m. Surveying and Mapping.
- n. Other.

5. Scientific and Professional.

- a. Physical Science.
- b. Meteorology.
- c. Biological Science.
- d. Social Science.
- e. Psychology.
- f. Law.
- g. Chaplain.
- h. Social Work.
- i. Mathematics and Statistics.
- j. Education.
- k. Research and Development.
- l. Community Activities.
- m. Scientific and Professional.

6. Medical.

- a. Physician.
- b. Dentist.
- c. General Nurse.
- d. Nursing Specialist.
- e. Veterinarian.
- f. Allied Medical Support.

7. Administration.

- a. Administration, General.
- b. Training Administration.
- c. Manpower and Personnel.
- d. Comptroller/Fiscal Management.
- e. Data Processing.
- f. Pictorial (Photo, Motion Picture, TV).
- g. Information (Public and Internal).
- h. Police (Law Enforcement and Security).
- i. Inspection (General and Technical).
- j. Medical Administration.
- k. Morale and Welfare.

8. Supply and Procurement.

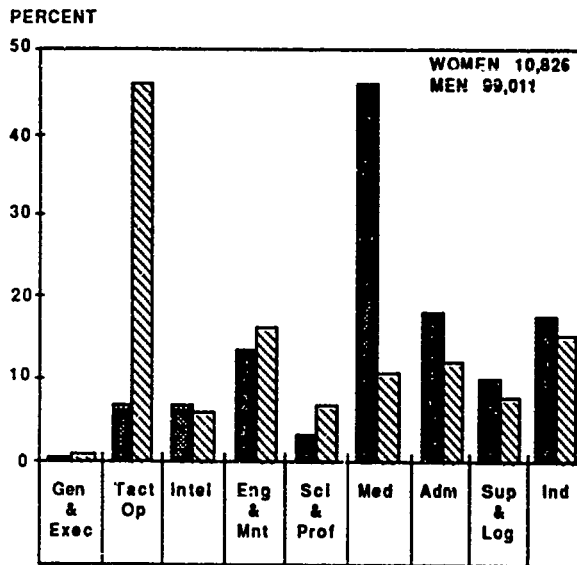
- a. Logistics, General.
- b. Supply.
- c. Transportation.
- d. Procurement and Production.
- e. Food Service.
- f. Exchange and Commissary.
- g. Other.

9. Individuals.

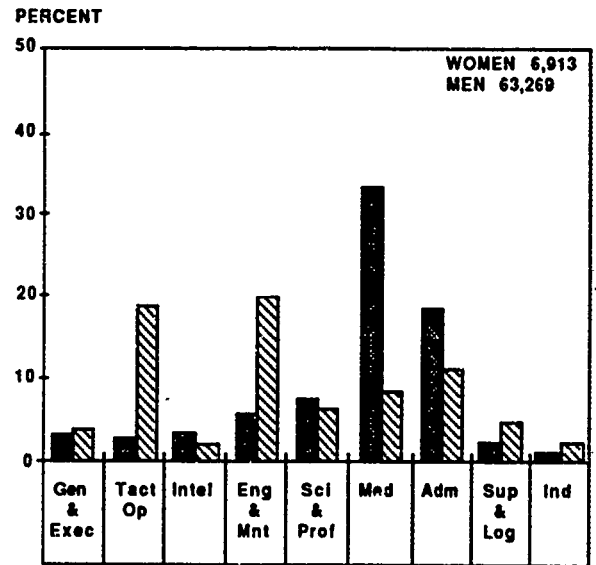
- a. Patients.
- b. Students/Trainees.
- c. Other.

OCCUPATIONAL DISTRIBUTION OF ACTIVE DUTY OFFICERS

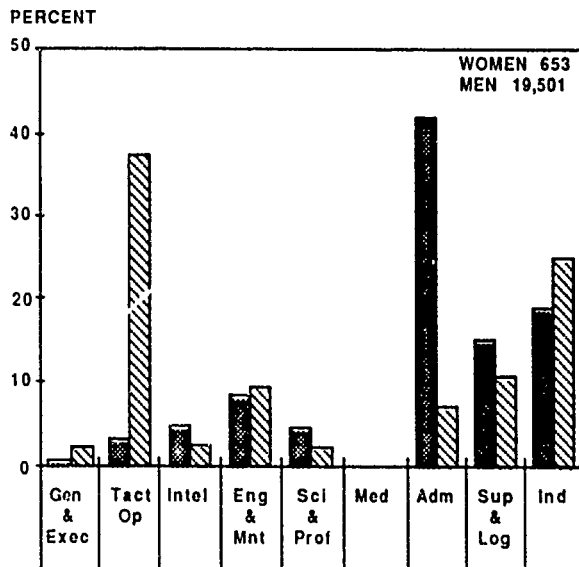
ARMY



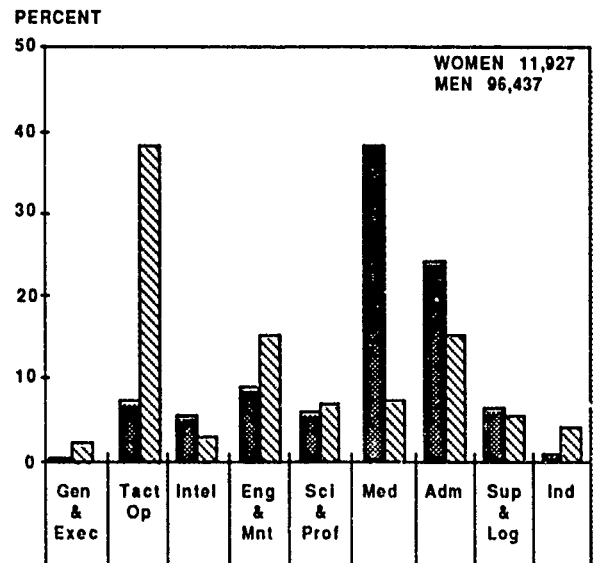
NAVY



MARINE CORPS



AIR FORCE

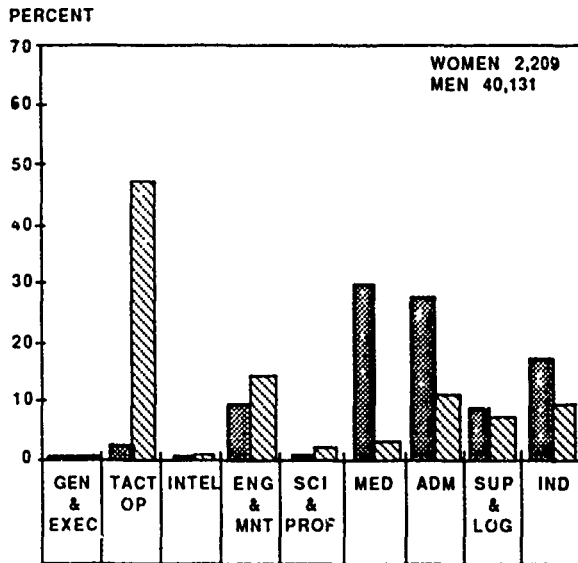


WOMEN
 MEN

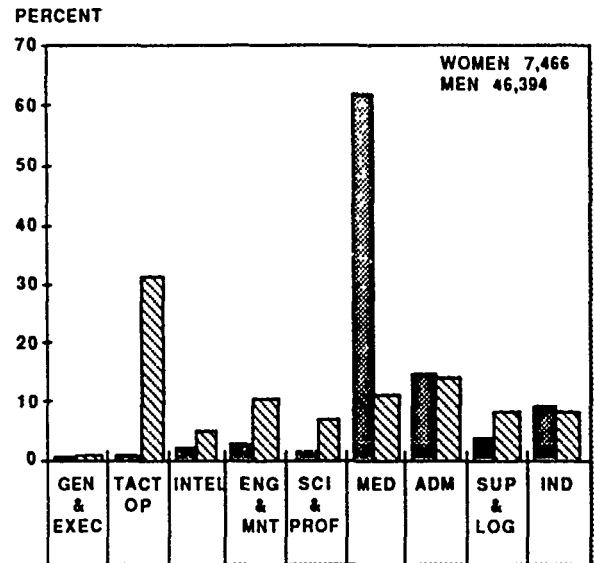
OCCUPATIONAL DISTRIBUTION OF SELECTED RESERVE OFFICERS

30 SEPTEMBER 1985

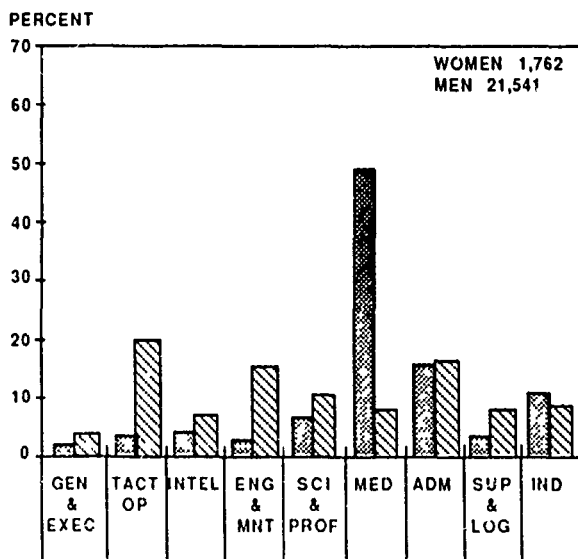
ARMY NATIONAL GUARD



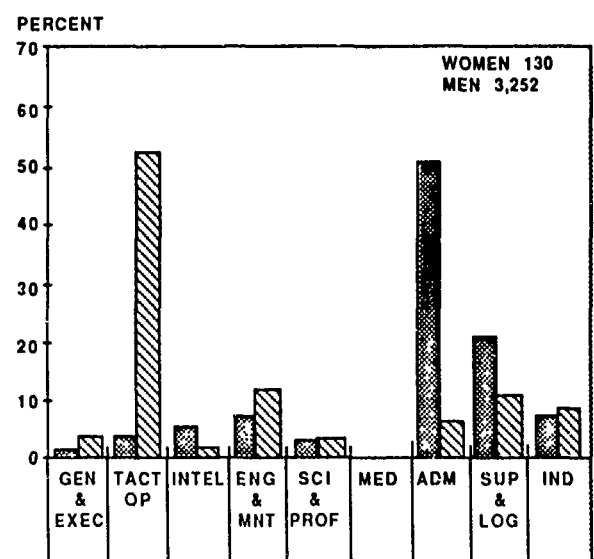
ARMY RESERVE



NAVAL RESERVE



MARINE CORPS RESERVE

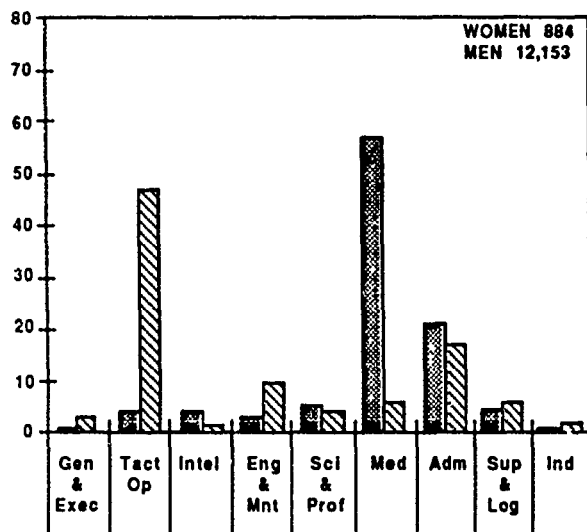


WOMEN
 MEN

OCCUPATIONAL DISTRIBUTION OF SELECTED RESERVE OFFICERS

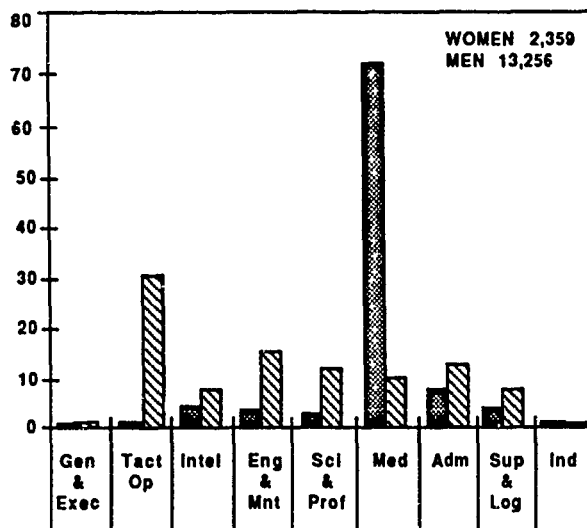
AIR NATIONAL GUARD

PERCENT



AIR FORCE RESERVE

PERCENT



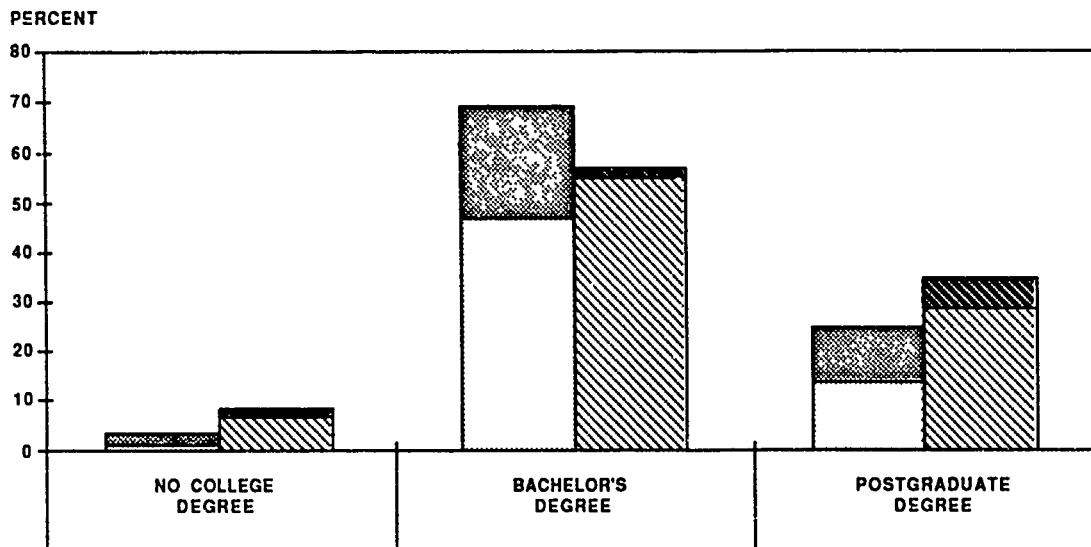
 WOMEN
 MEN

OFFICER EDUCATION LEVELS

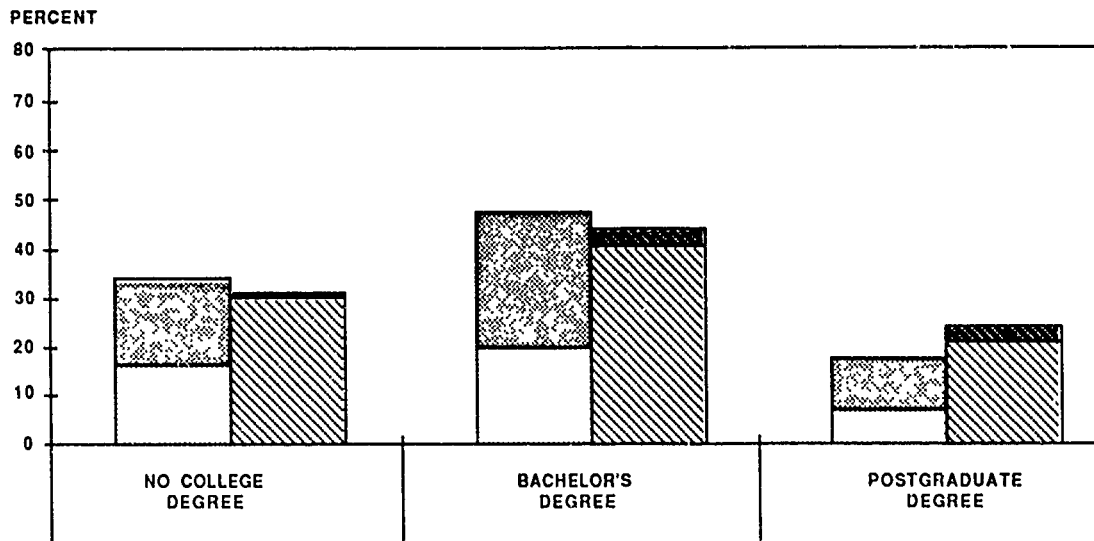
Commissioned officers generally possess baccalaureate or higher degrees. The educational levels of men and women are very similar. Differences at

the postgraduate level are generally attributable to the higher median level of years of service (YOS) of male officers.

DoD ACTIVE DUTY



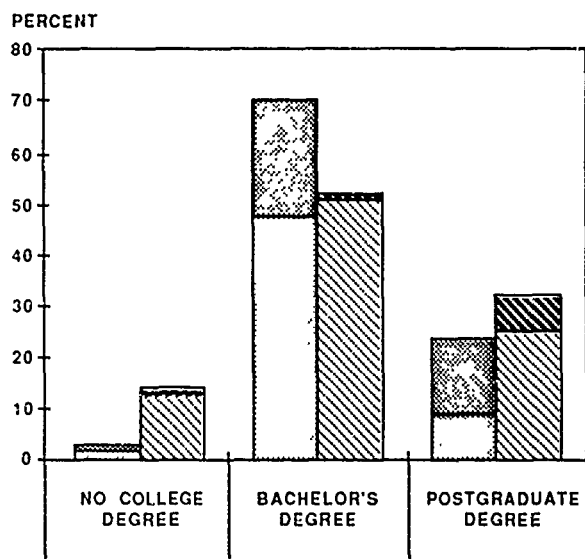
DoD SELECTED RESERVE



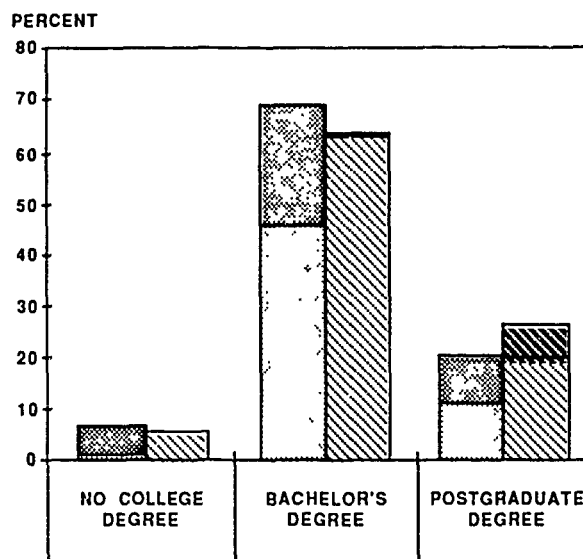
 MEDICAL
 NON-MEDICAL
 W M

ACTIVE DUTY OFFICER EDUCATION LEVELS

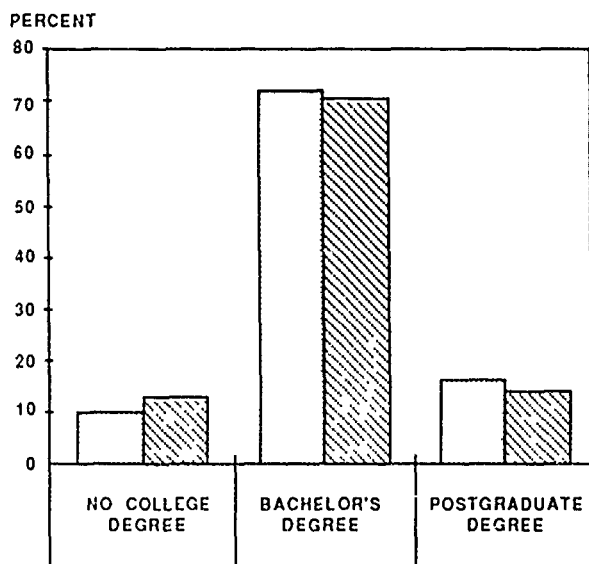
ARMY



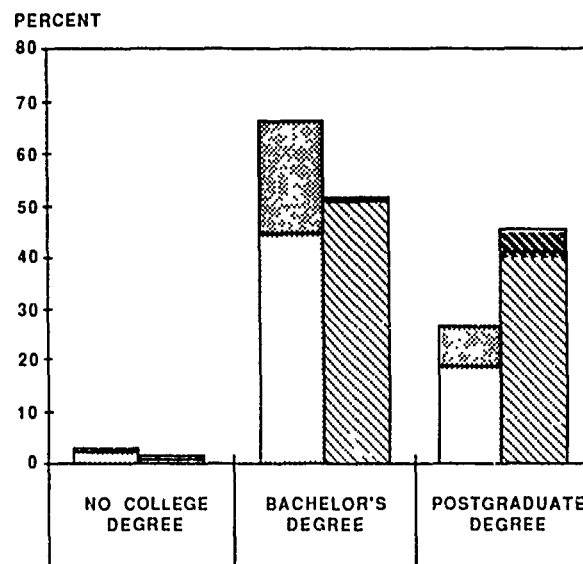
NAVY



MARINE CORPS



AIR FORCE

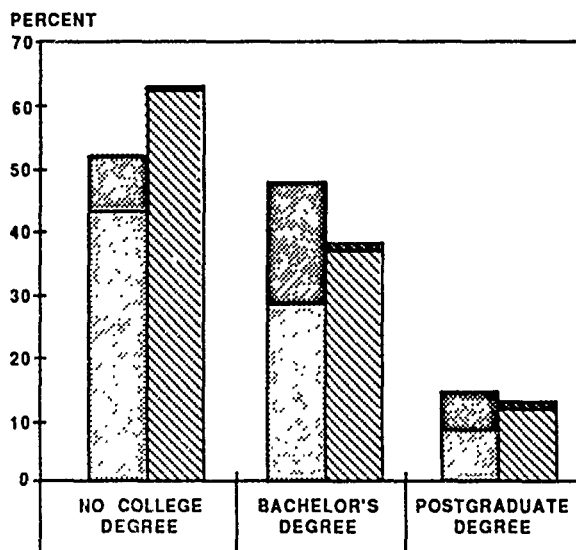


 MEDICAL
 NON-MEDICAL
 W M

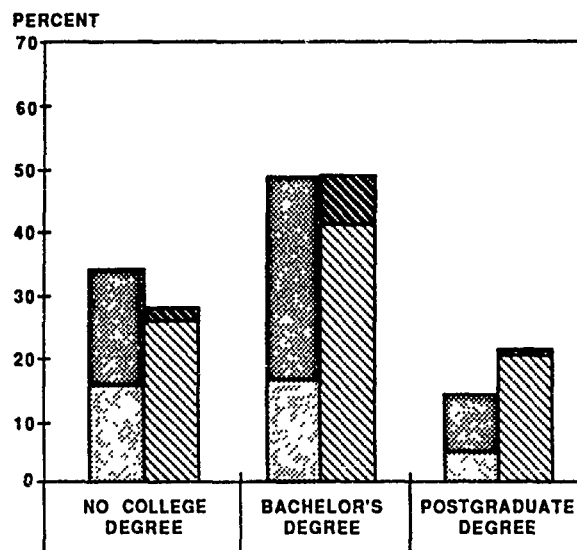
NOTE: The Marine Corps utilizes Navy medical support.

SELECTED RESERVE OFFICER EDUCATION LEVELS

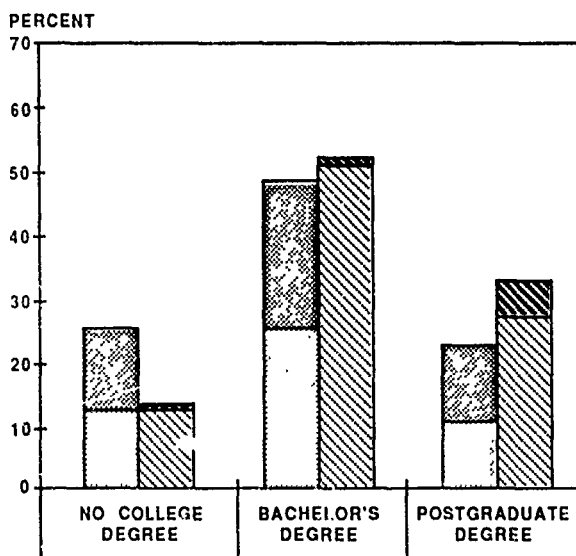
ARMY NATIONAL GUARD



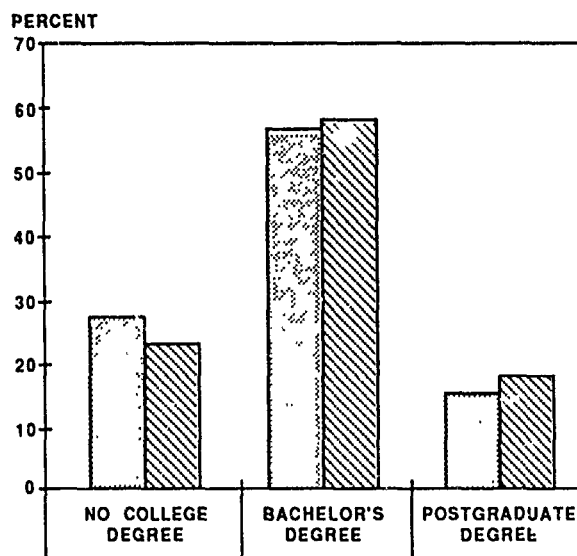
ARMY RESERVE



NAVAL RESERVE



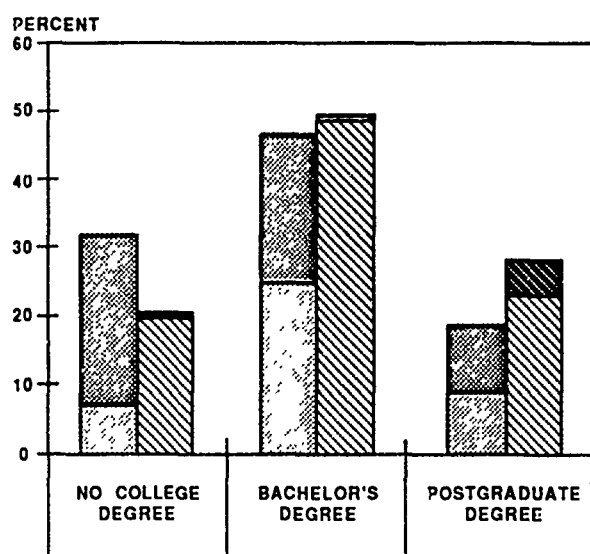
MARINE CORPS RESERVE



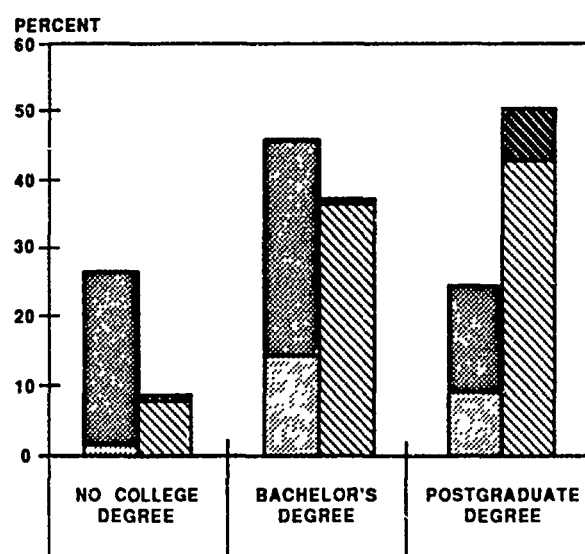
MEDICAL
 NON-MEDICAL
 W M

SELECTED RESERVE OFFICER EDUCATION LEVELS

AIR NATIONAL GUARD



AIR FORCE RESERVE



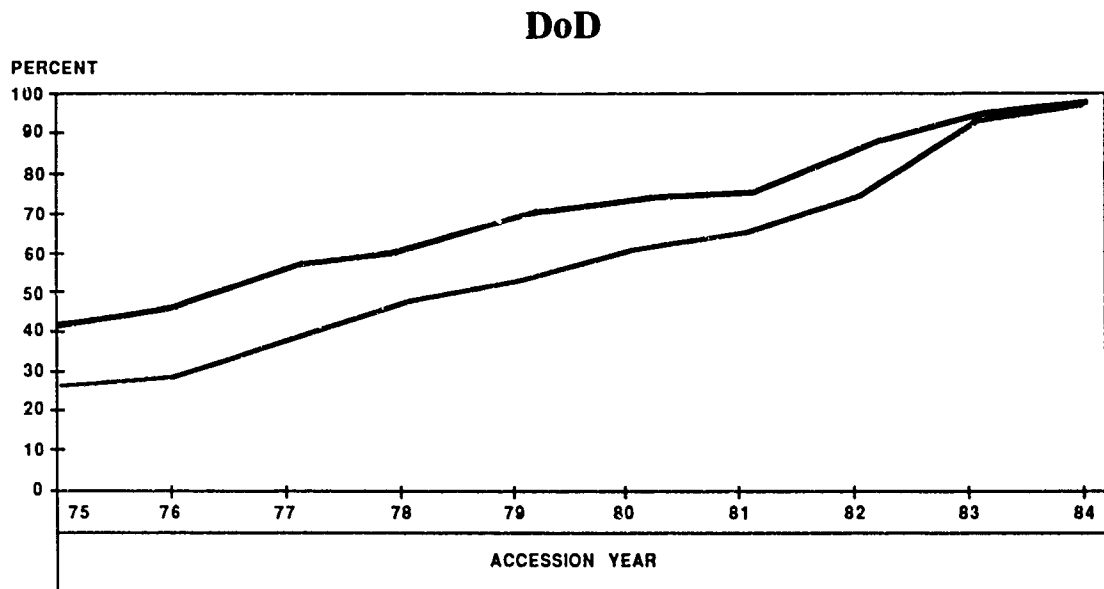
 MEDICAL
 NON-MEDICAL
 W M

OFFICER RETENTION LEVELS

Retention of officers is a critical personnel management variable. Retention impacts upon accession, promotion, and other management plans. The

following charts reflect the recent history of retention patterns for men and women.

CUMULATIVE OFFICER RETENTION PERCENT REMAINING ON DUTY AS OF SEPTEMBER 1985



***Note: Since there is no specific accession pattern for Guard and Reserve officers as compared to that

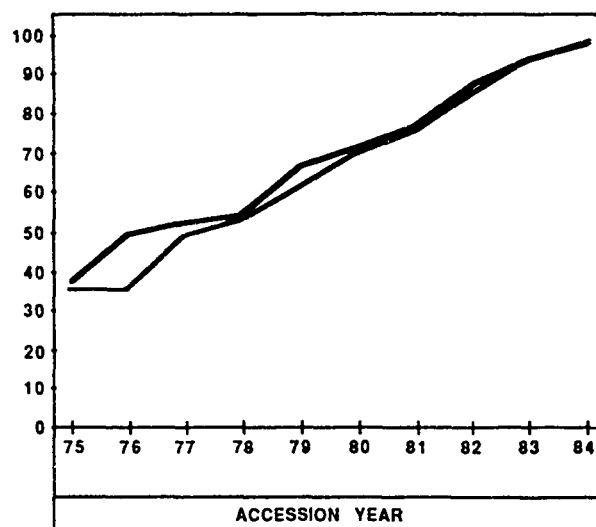
for active duty officers, data on reserve officer retention levels by entry cohort has not been compiled.

— WOMEN
— MEN

OFFICER RETENTION LEVELS

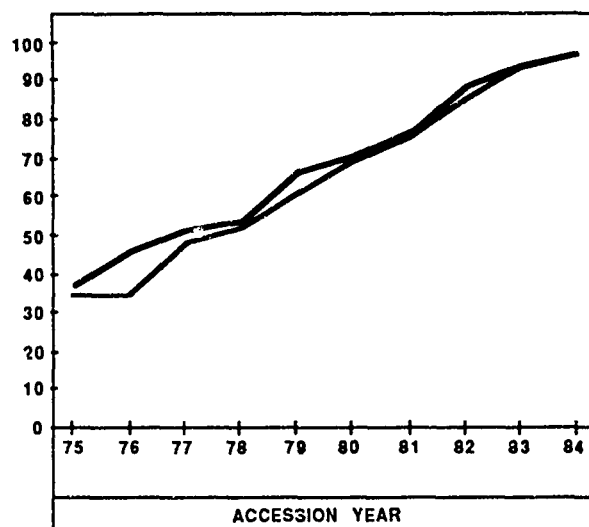
ARMY

PERCENT



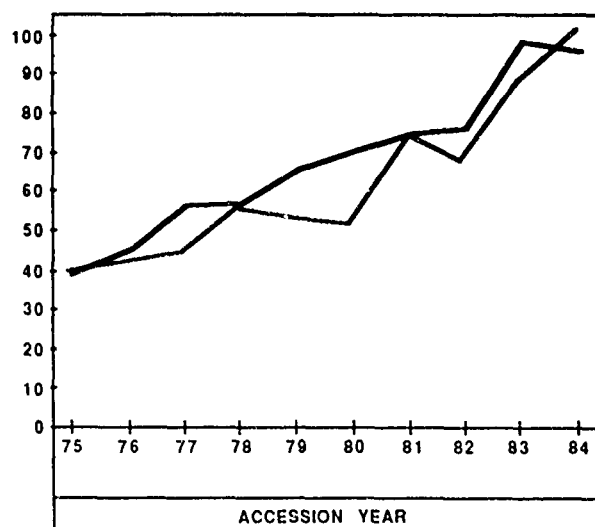
NAVY

PERCENT



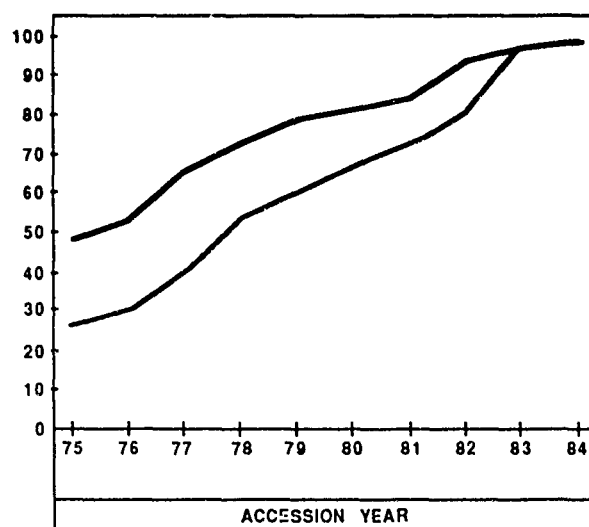
MARINE CORPS

PERCENT



AIR FORCE

PERCENT

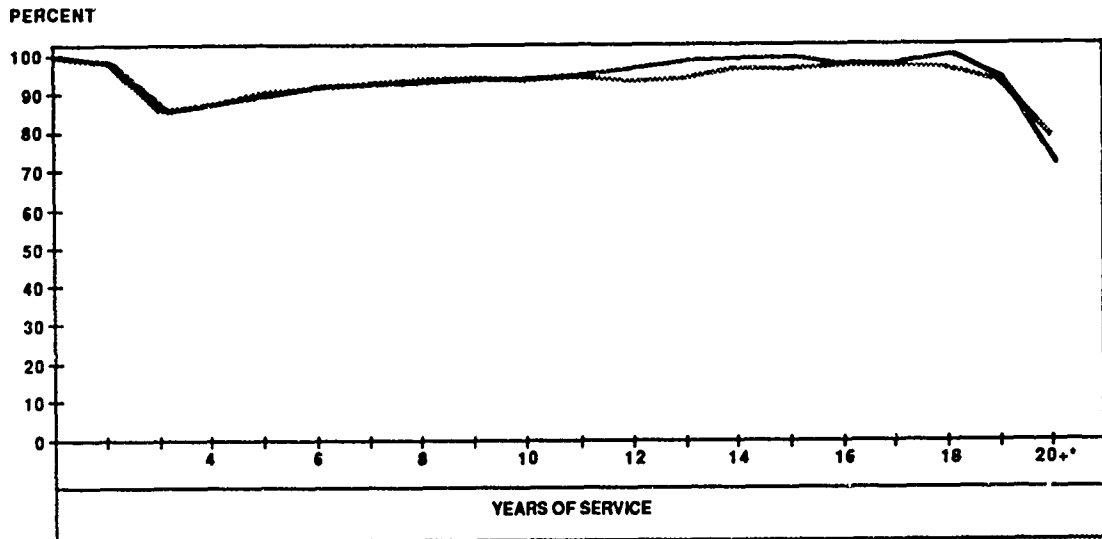


— WOMEN
— MEN

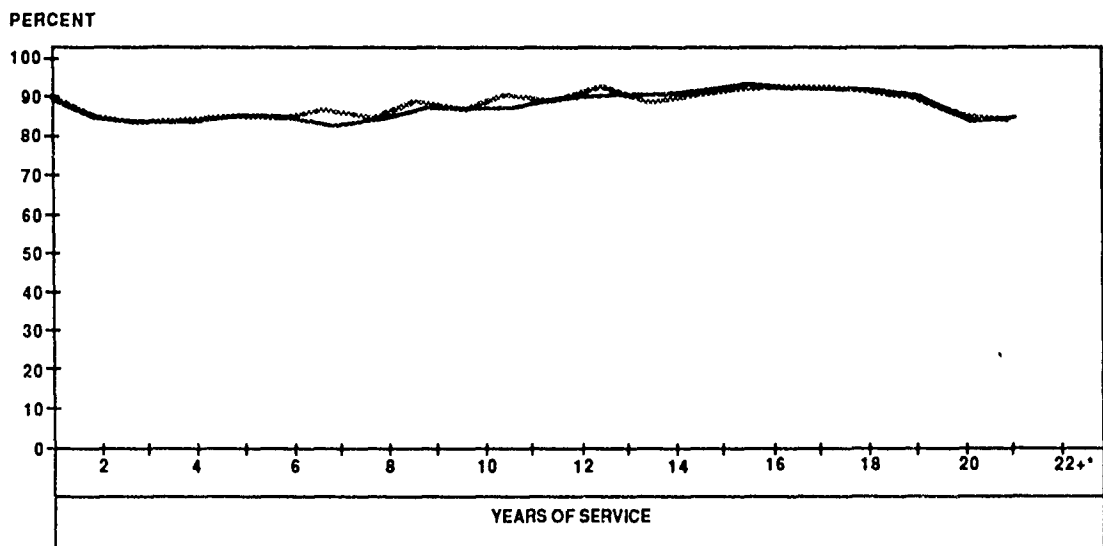
OFFICER YEAR OF SERVICE CONTINUATION RATES FOR FISCAL YEAR 1985

Fiscal Year 1985 continuation by YOS is the per-
cent of each year group that remained on duty throughout 1985.

DoD ACTIVE DUTY



DoD SELECTED RESERVE



*Continuation percentage represents the proportion of all officers with more than 20 YOS that remained on duty throughout 1985. Unlike the active force where 20 years is a major force adjustment

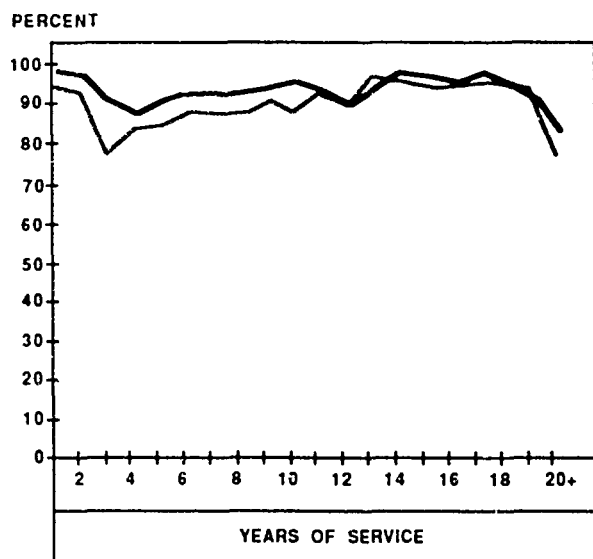
point, the majority of National Guard and Reserve officers tend to continue beyond 20 years at relatively stable rates as shown.

--- WOMEN
— MEN

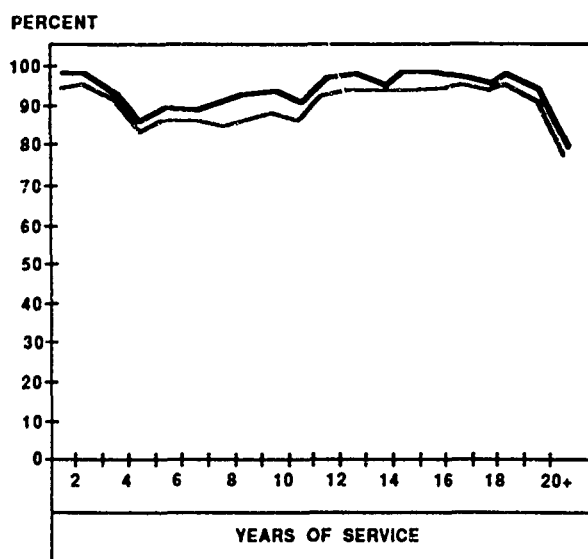
OFFICER YEAR OF SERVICE CONTINUATION RATES FOR FISCAL YEAR 1985

ACTIVE DUTY

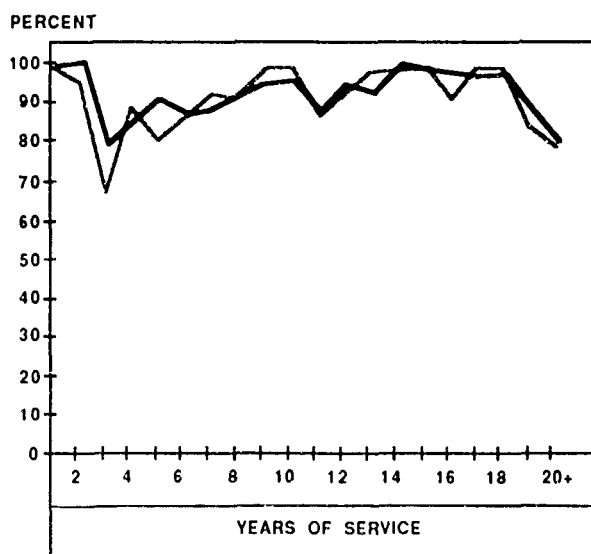
ARMY



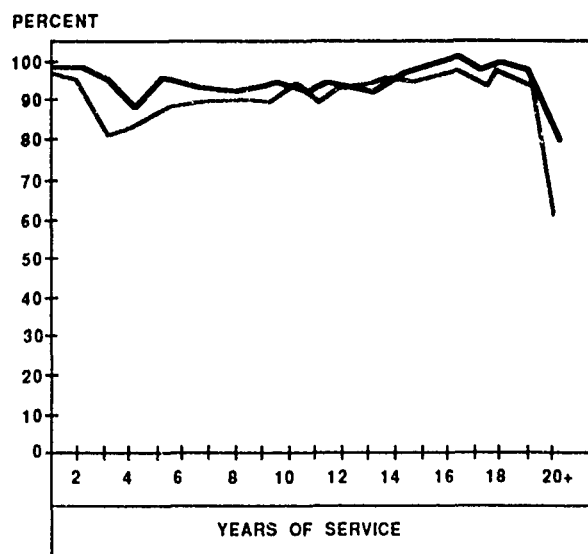
NAVY



MARINE CORPS



AIR FORCE

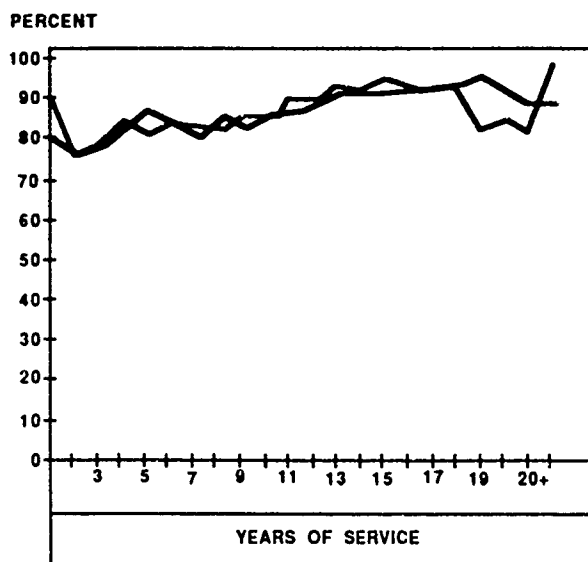


--- WOMEN
--- MEN

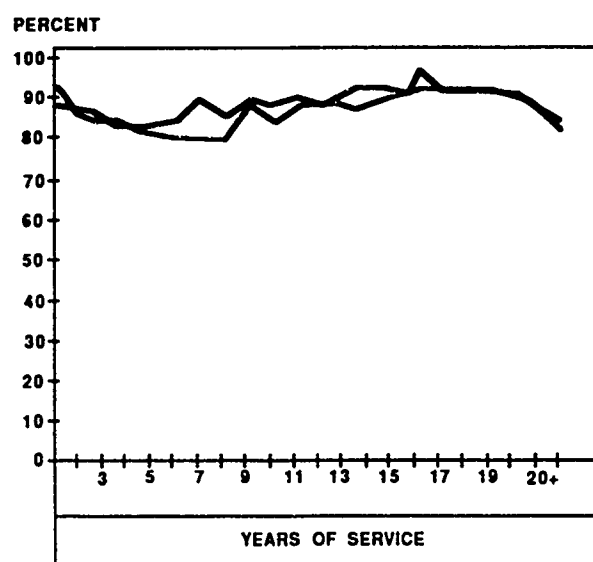
OFFICER YEAR OF SERVICE CONTINUATION RATES FOR FISCAL YEAR 1985

SELECTED RESERVE

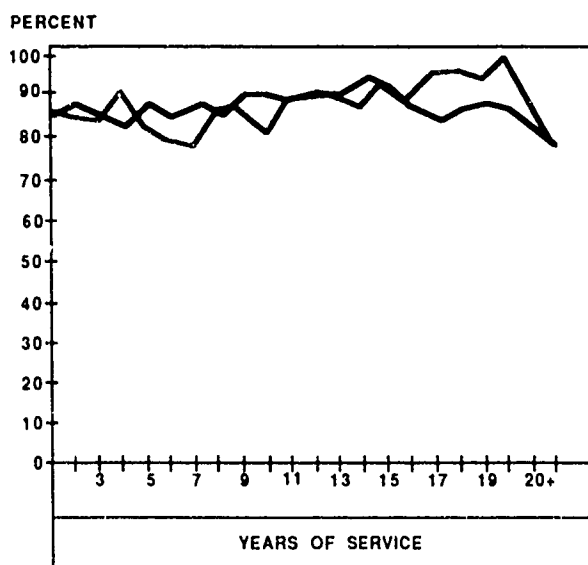
ARMY NATIONAL GUARD



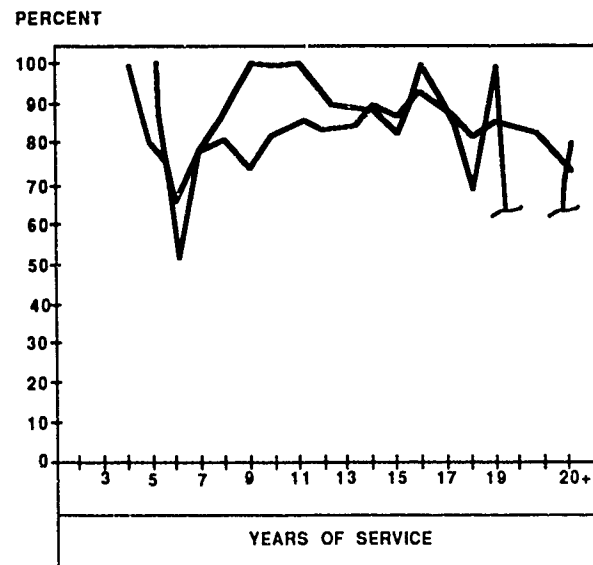
ARMY RESERVE



NAVAL RESERVE



MARINE CORPS RESERVE

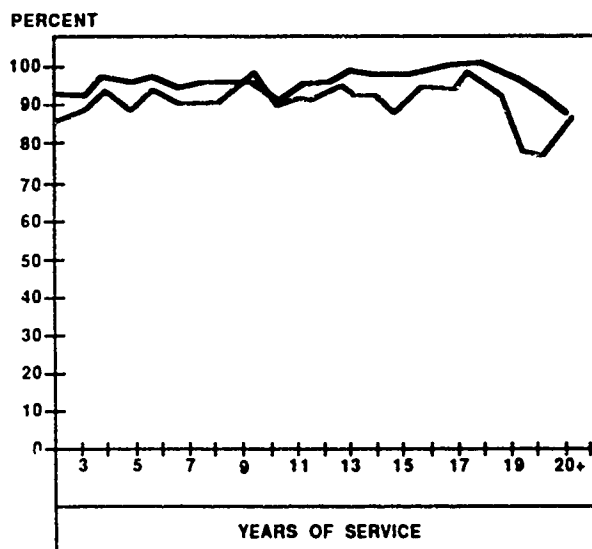


— WOMEN
— MEN

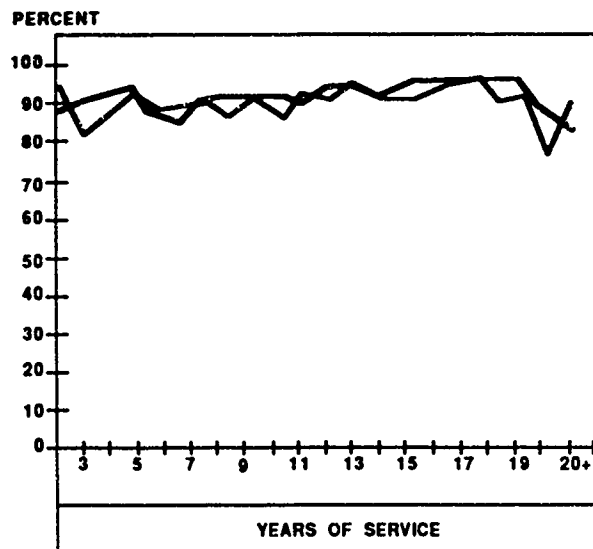
OFFICER YEAR OF SERVICE CONTINUATION RATES FOR FISCAL YEAR 1985

SELECTED RESERVE

AIR NATIONAL GUARD



AIR FORCE RESERVE



— WOMEN
- - - MEN

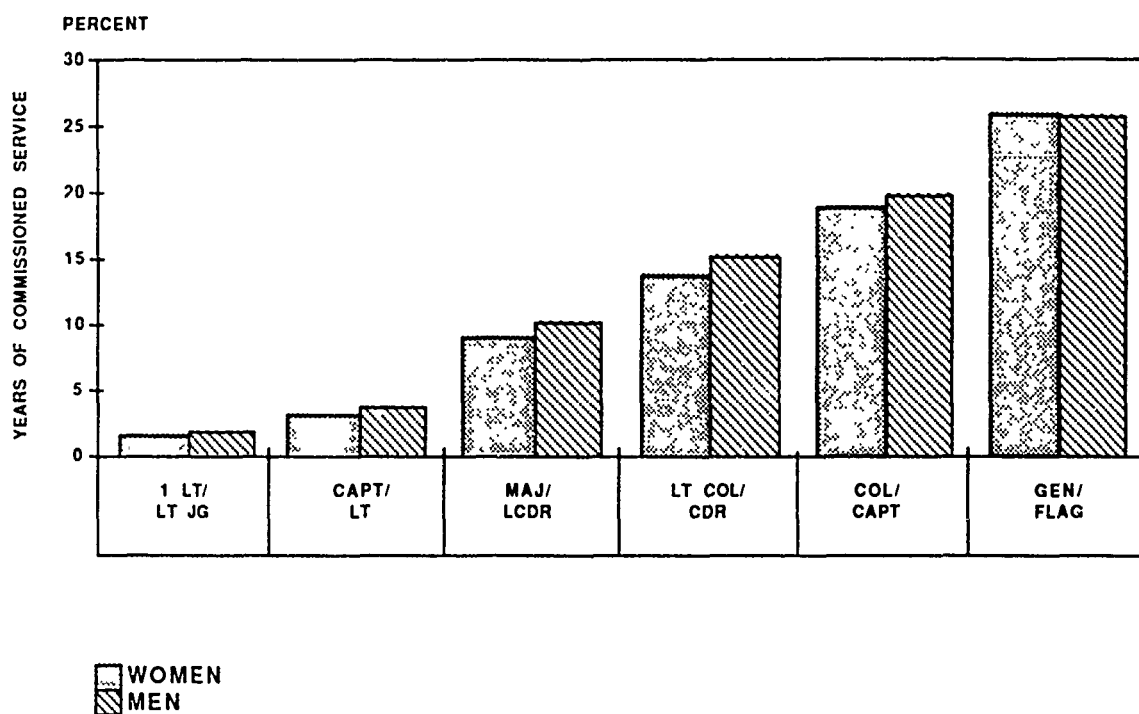
OFFICER TIME-IN-SERVICE (TIS) AT PROMOTION

Officer promotion policies and plans respond to Service requirements and applicable law. Eligibility for consideration for promotion is primarily based upon seniority within competitive categories. Selection for promotion is dependent upon demonstrated potential for acceptance of greater responsibility. This chart compares the TIS at promotion, for men and women, based upon promotion to the grade they

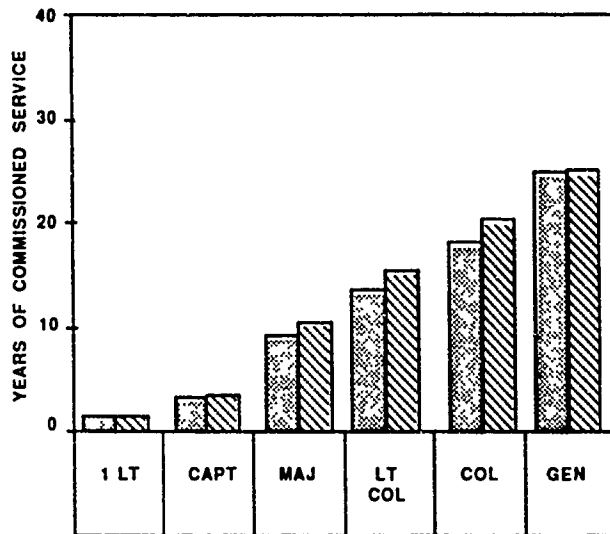
held at the end of fiscal year 1985. It should be noted that, prior to 1982, separate promotion boards were held for male and female officers in the Navy and Marine Corps.

Separate promotion data on the National Guard and Reserve components is not currently compiled.

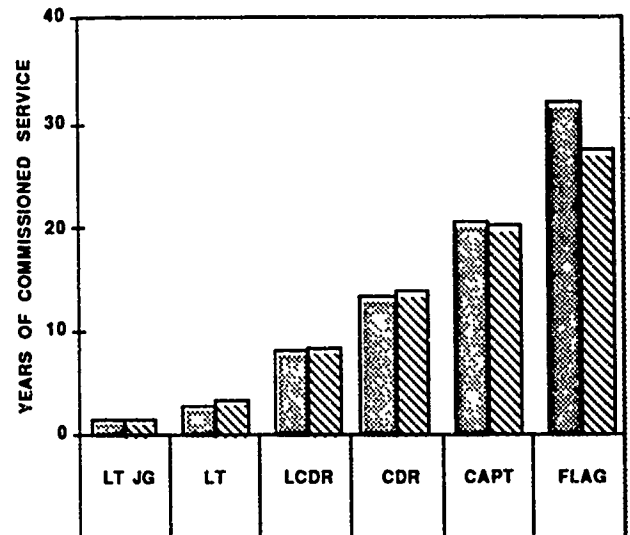
DoD



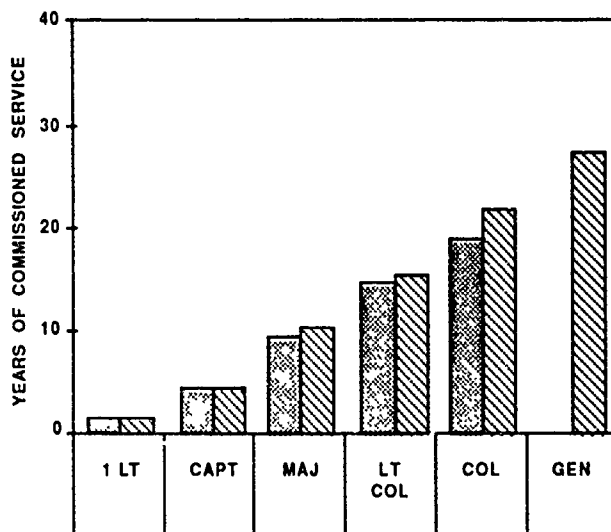
ARMY



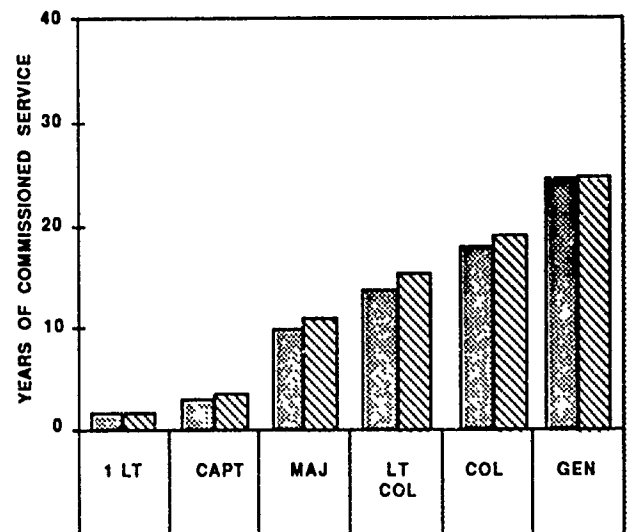
NAVY



MARINE CORPS



AIR FORCE



 WOMEN
 MEN

OFFICER ADVANCEMENT

OFFICER RETENTION AND ADVANCEMENT FY 75 2 LT/ENS AS OF FY 85

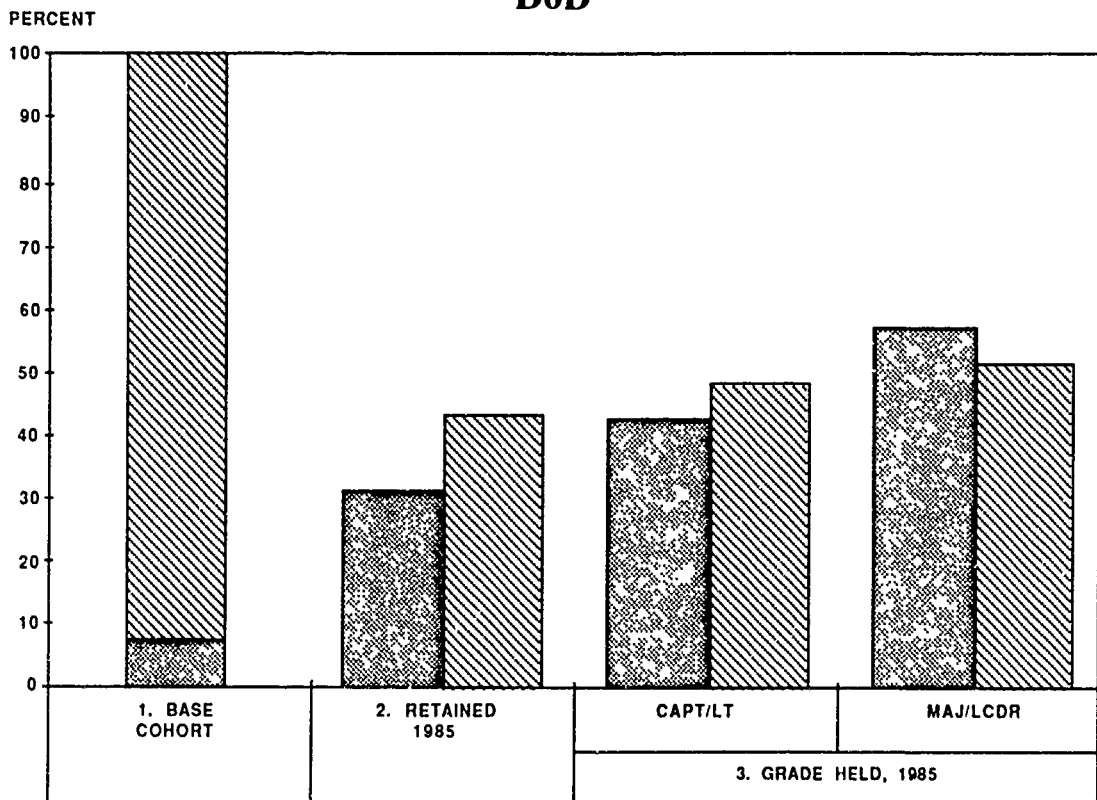
These charts show how selected groups of men and women who have chosen to remain on active duty have advanced.

The first set of charts compares retention and promotion for selected grades and fiscal years. The bar labeled "base cohort" shows the percent of men and women (2nd lieutenants/ensigns, lieutenants/captains, or majors/lieutenant commanders) in service in a given year. The second set of bars, labeled "retained", shows the percent of the base cohort remaining

on duty at the end of fiscal year 1985. The last set of bars, labeled with paygrades, shows the grade distribution of those that remained in the Service.

The National Guard and Reserves access personnel at several levels of grade/rank as well as at the beginning entry level of 2nd Lieutenant/Ensign as in the active components. For that reason, cohort data based on entry year is not currently compiled for the National Guard and Reserve components.

DoD



1. IN THE BASE COHORT, OF LT/ENS IN 1975, 92% WERE MEN AND 8% WERE WOMEN.

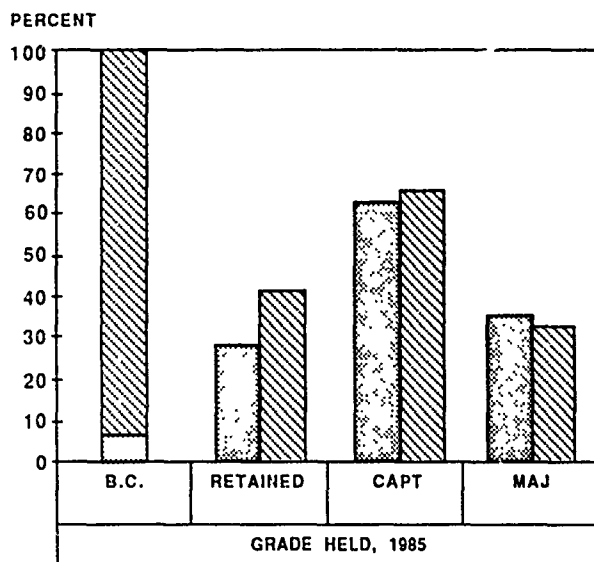
2. IN 1985, 43% OF THE MEN AND 31% OF THE WOMEN REMAINED IN THE SERVICE.

3. THE GRADE DISTRIBUTION OF THOSE THAT REMAINED IS AS SHOWN IN THE LAST SET OF BARS.

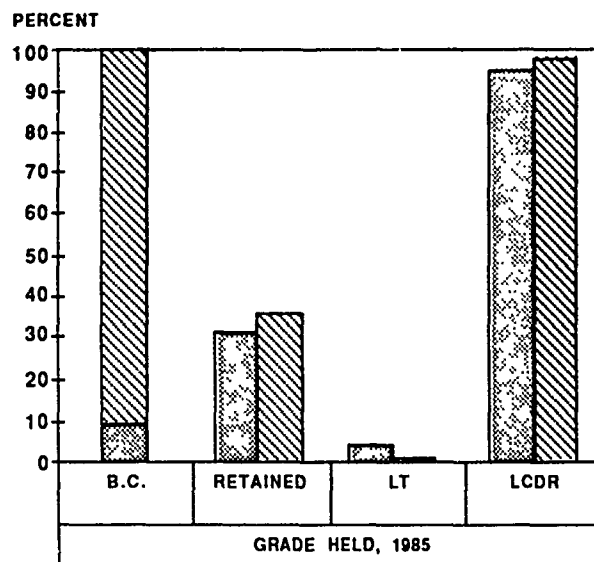
 WOMEN
 MEN

OFFICER ADVANCEMENT FY 75 2LT/ENS AS OF FY 85

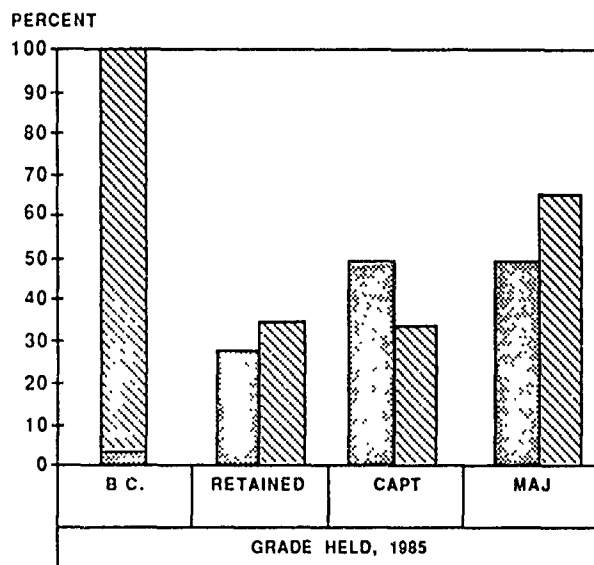
ARMY



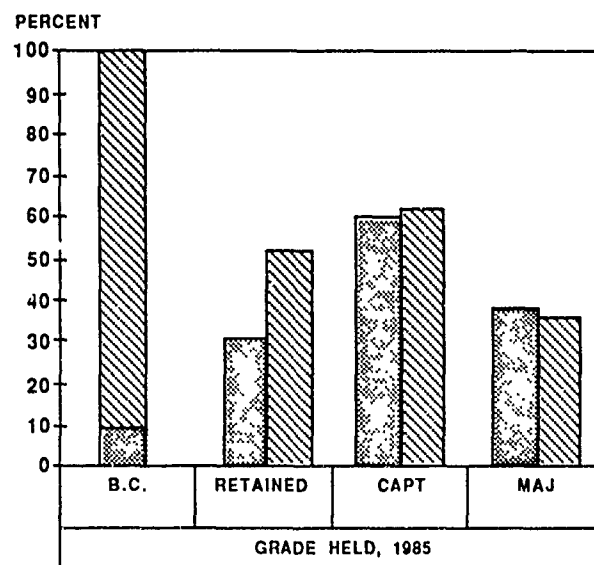
NAVY



MARINE CORPS



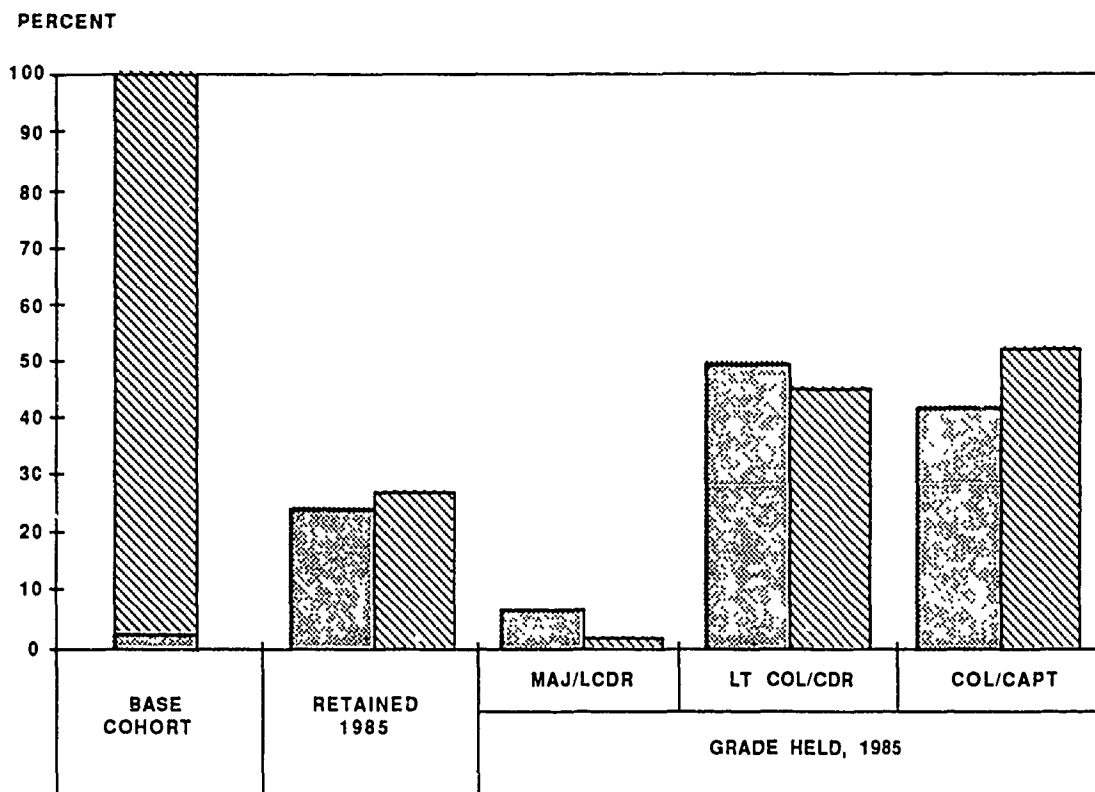
AIR FORCE



WOMEN
 MEN

OFFICER RETENTION AND ADVANCEMENT FY 75 MAJ/LCDR AS OF FY 85

DoD



1. IN THE BASE COHORT, OF MAJOR/LCDR'S IN 1975, 97% WERE MEN AND 3% WERE WOMEN.

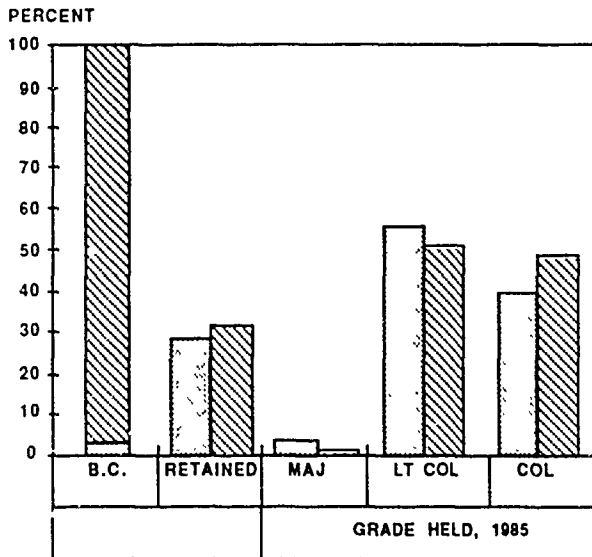
2. IN 1985, 28% OF THE MEN AND 24% OF THE WOMEN REMAINED IN THE SERVICE.

3. THE GRADE DISTRIBUTION OF THOSE THAT REMAINED IS AS SHOWN IN THE LAST SET OF BARS.

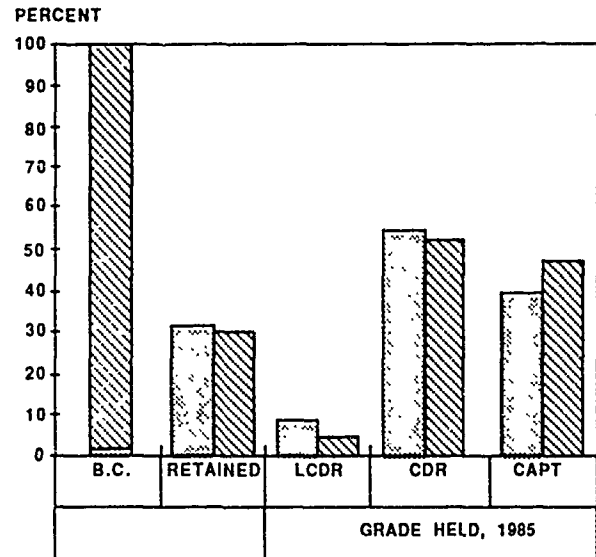
□ WOMEN
▨ MEN

OFFICER ADVANCEMENT FY 75 MAJ/LCDR AS OF FY 85

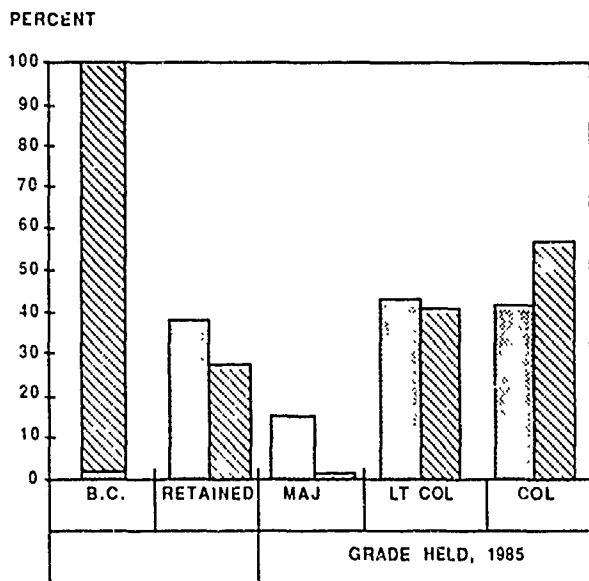
ARMY



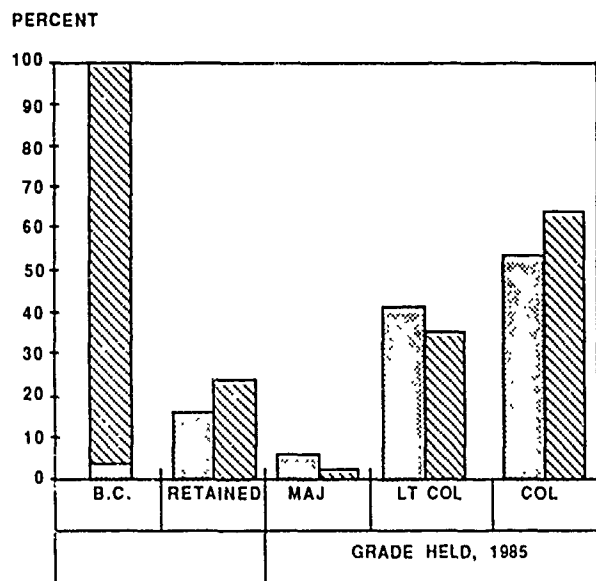
NAVY



MARINE CORPS



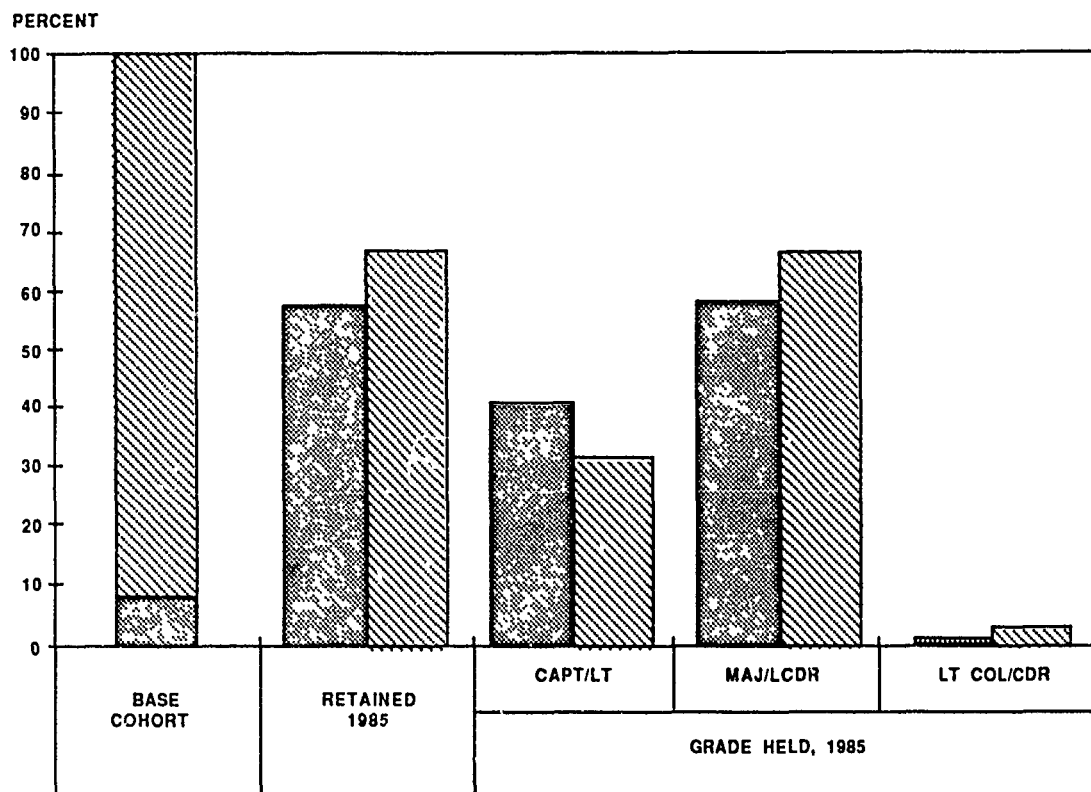
AIR FORCE



WOMEN
 MEN

OFFICER RETENTION AND ADVANCEMENT FY 80 CAPT/LT AS OF FY 85

DoD

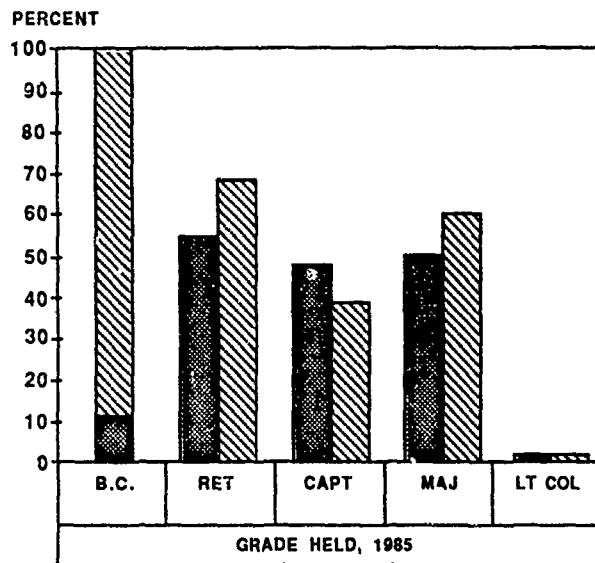


WOMEN
 MEN

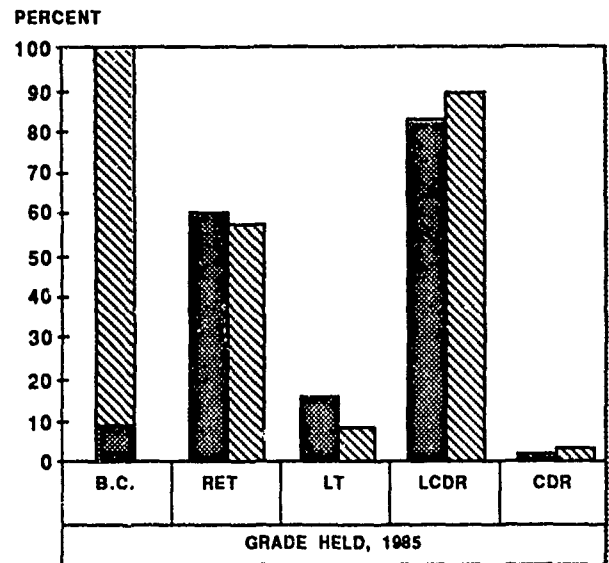
OFFICER ADVANCEMENT FY 80 CAPT/LT AS OF FY 85

BY GRADE

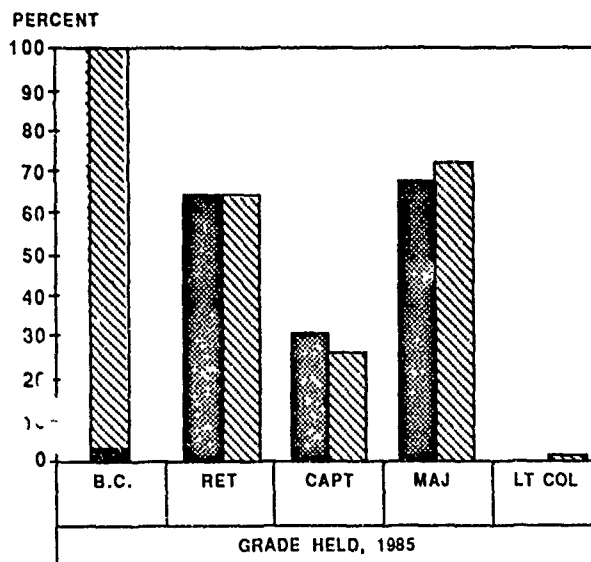
ARMY



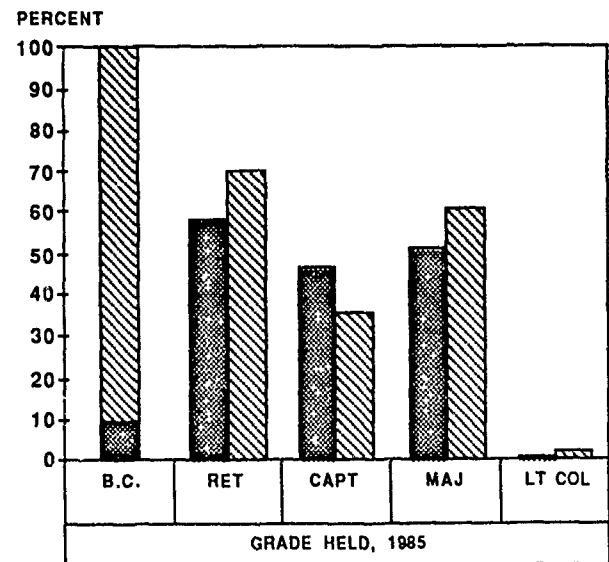
NAVY



MARINE CORPS



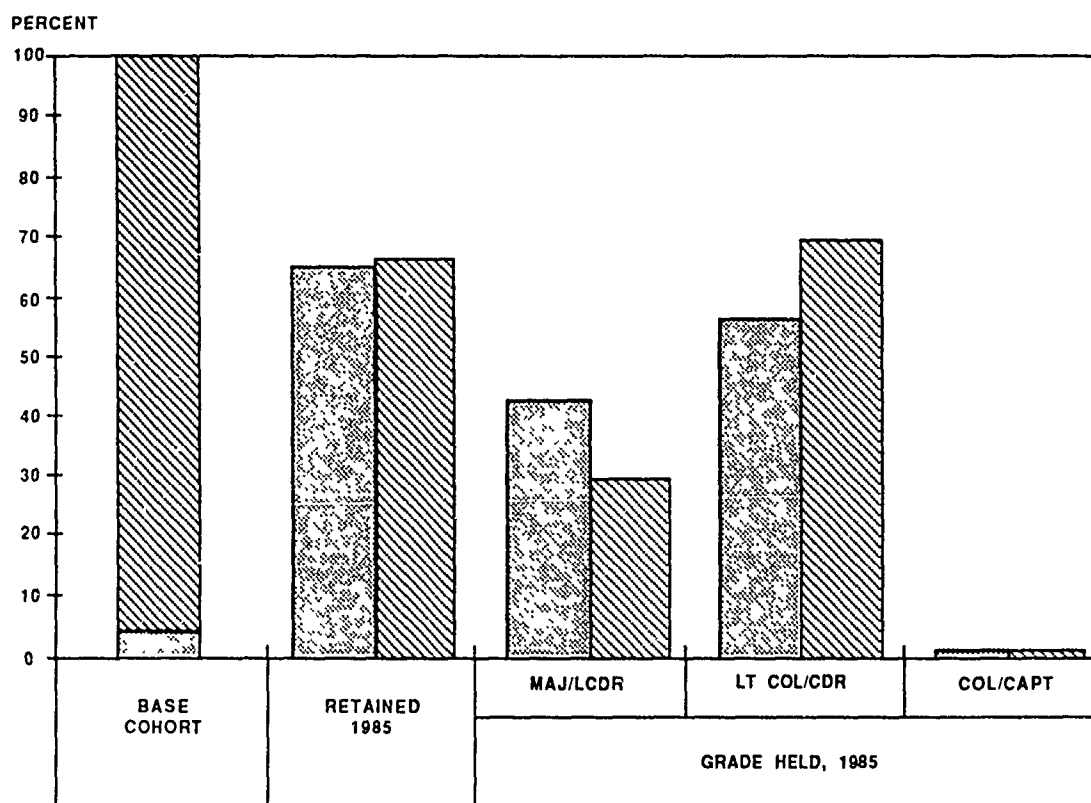
AIR FORCE



WOMEN
 MEN

OFFICER RETENTION AND ADVANCEMENT FY 80 MAJ/LCDR AS OF FY 85

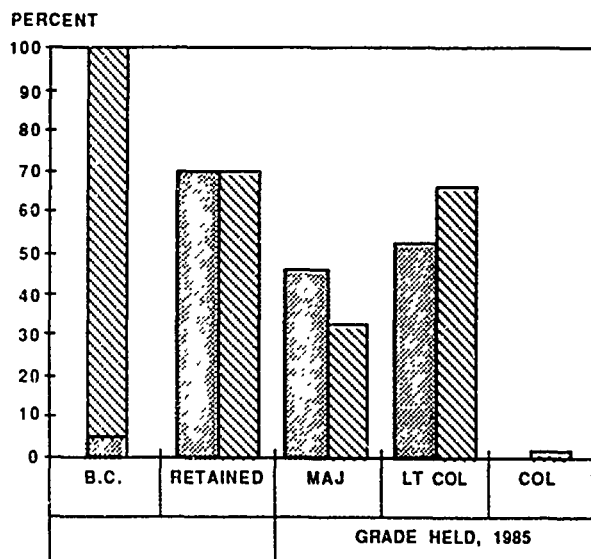
DoD



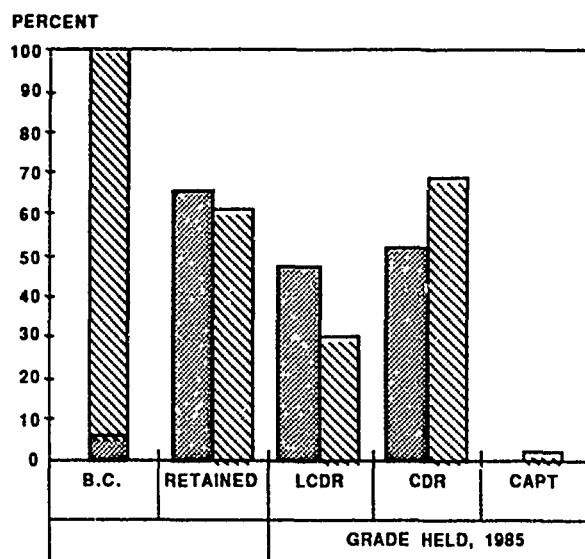
☐ WOMEN
☒ MEN

OFFICER ADVANCEMENT FY 80 MAJ/LCDR AS OF FY 85

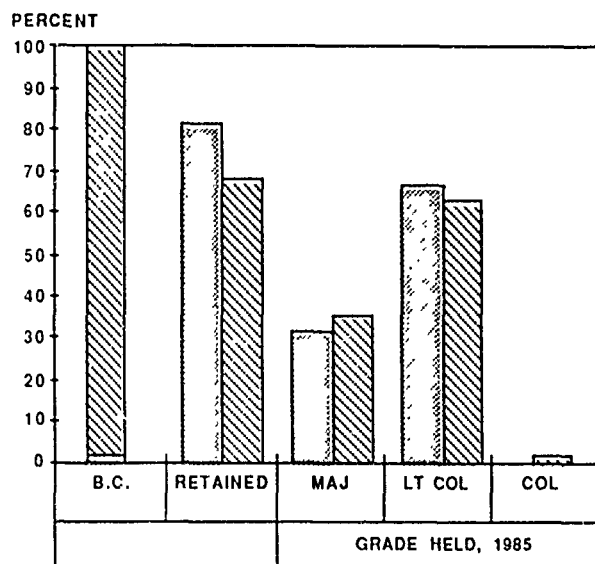
ARMY



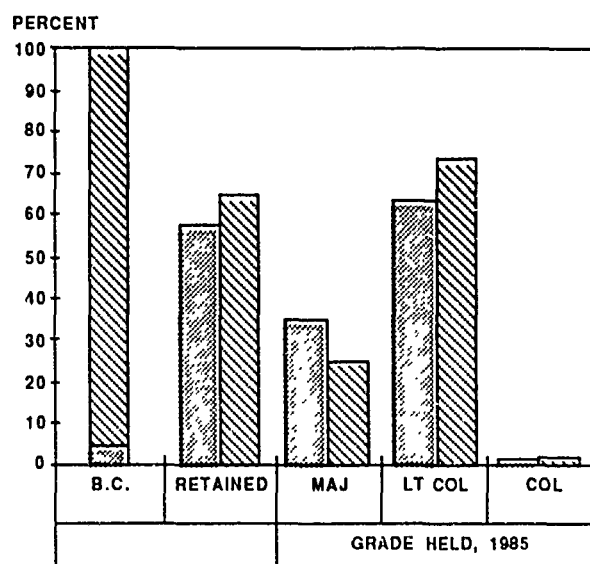
NAVY



MARINE CORPS



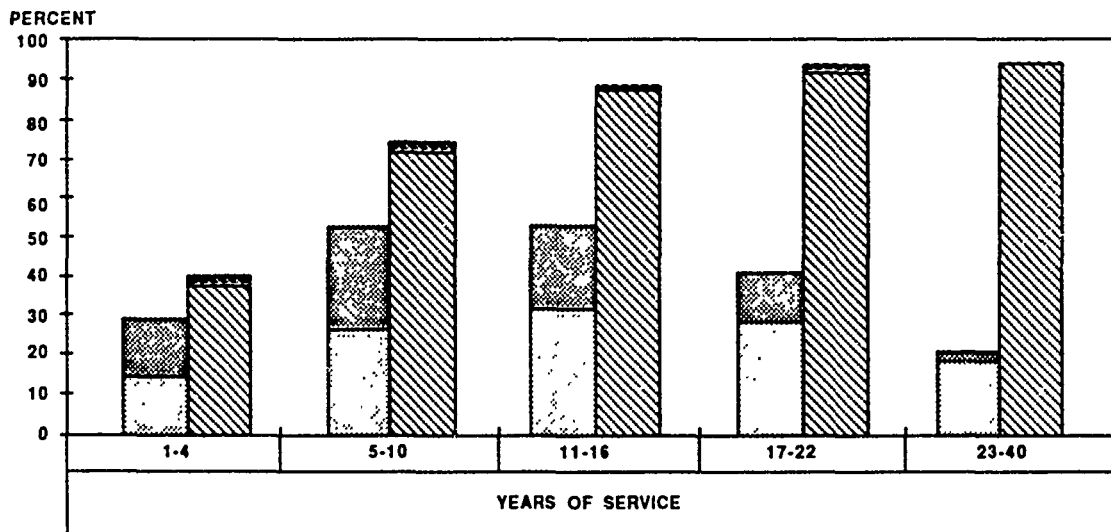
AIR FORCE



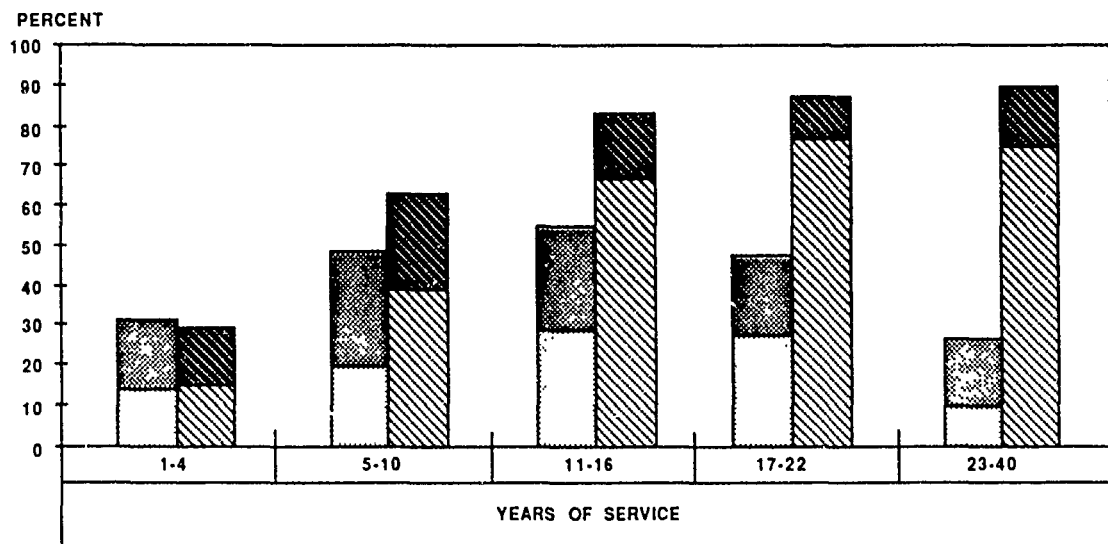
WOMEN
 MEN

OFFICER PERSONNEL PERCENT MARRIED BY YEAR OF SERVICE

DoD ACTIVE DUTY



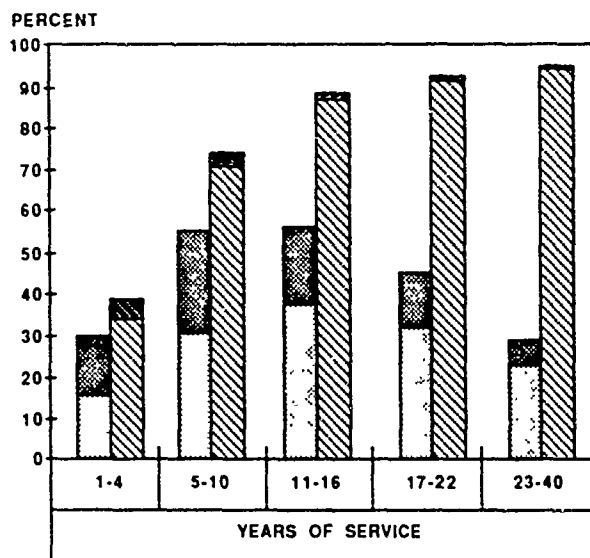
DoD SELECTED RESERVE



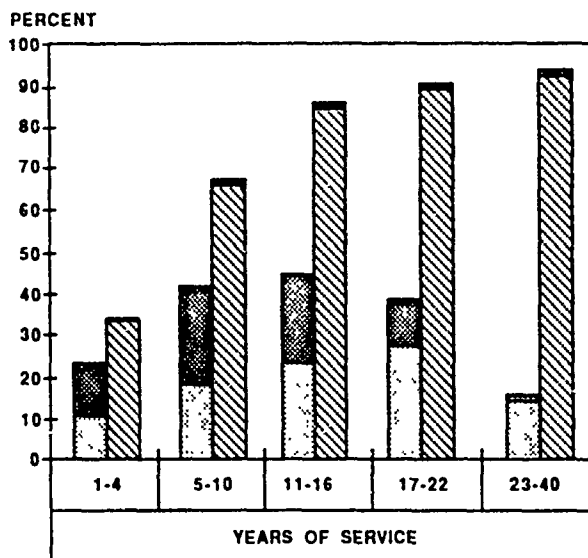
[Dotted] FEMALE MARRIED
 [White] FEMALE MARRIED WITH DEPENDENTS
 [Diagonal Lines] MALE MARRIED
 [Diagonal Lines] MALE MARRIED WITH DEPENDENTS

ACTIVE DUTY OFFICER PERSONNEL PERCENT MARRIED BY YEAR OF SERVICE

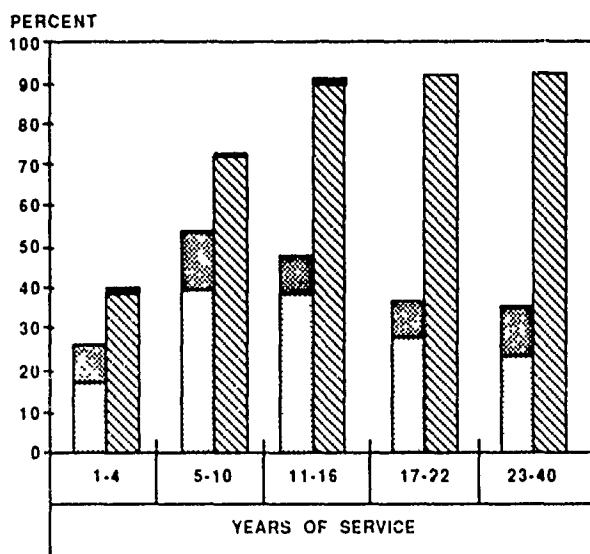
ARMY



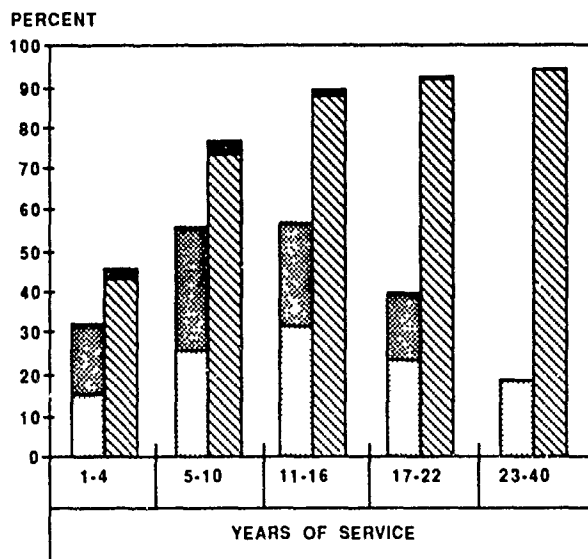
NAVY



MARINE CORPS



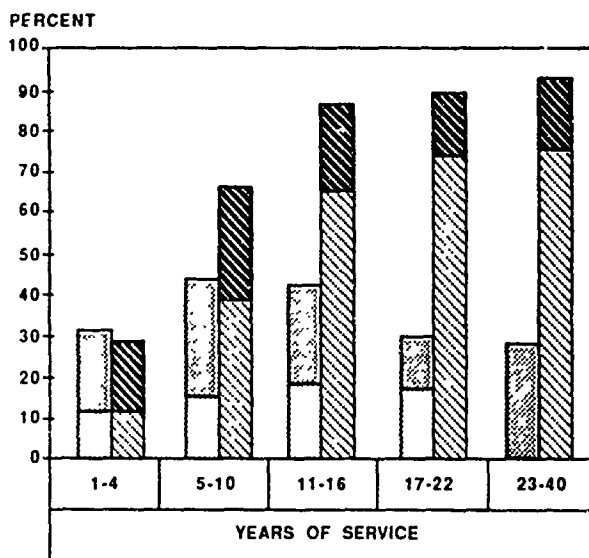
AIR FORCE



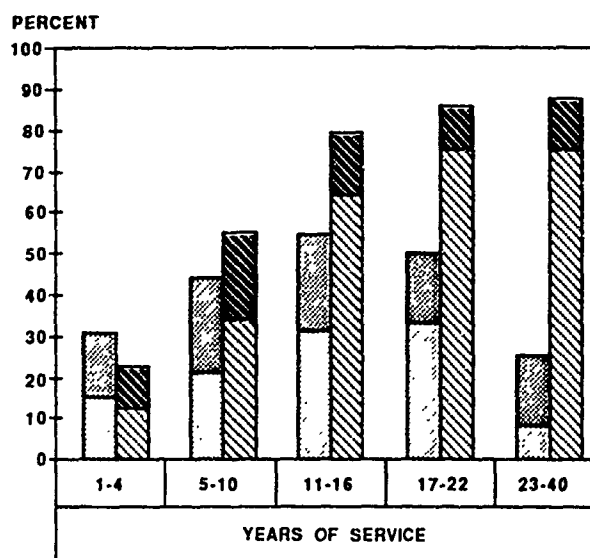
FEMALE MARRIED
 FEMALE MARRIED WITH DEPENDENTS
 MALE MARRIED
 MALE MARRIED WITH DEPENDENTS

SELECTED RESERVE OFFICER PERSONNEL PERCENT MARRIED BY YEAR OF SERVICE

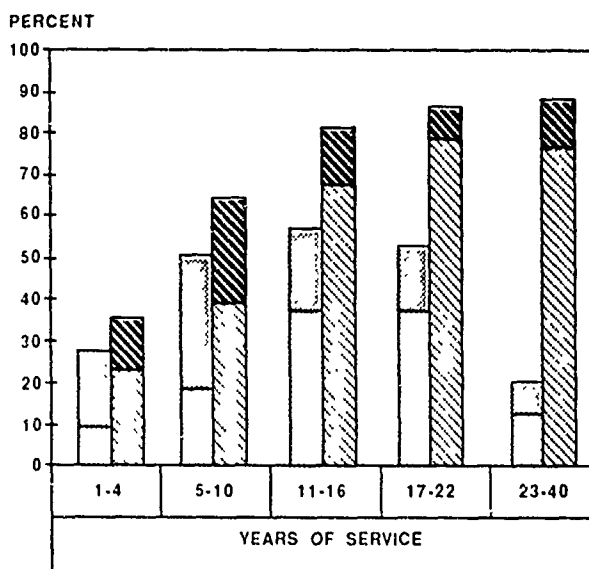
ARMY NATIONAL GUARD



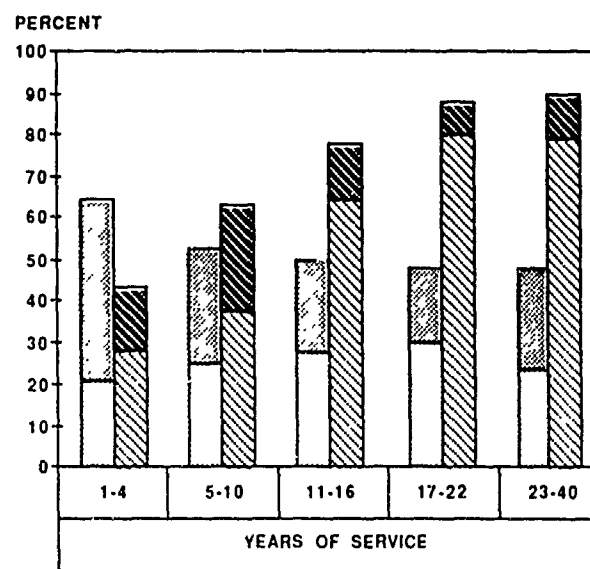
ARMY RESERVE



NAVAL RESERVE



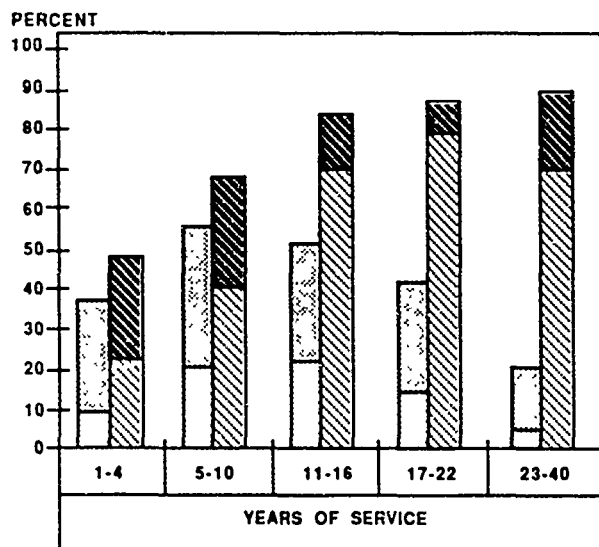
MARINE CORPS RESERVE



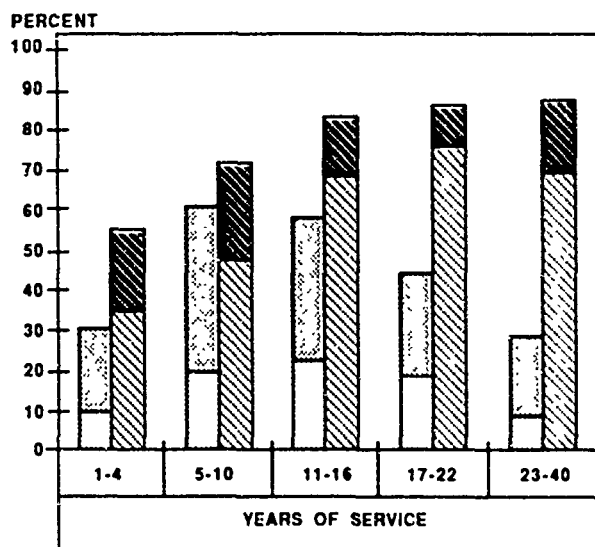
[] FEMALE MARRIED
 [] FEMALE MARRIED WITH DEPENDENTS
 [] MALE MARRIED
 [] MALE MARRIED WITH DEPENDENTS

SELECTED RESERVE OFFICER PERSONNEL PERCENT MARRIED BY YEAR OF SERVICE

AIR NATIONAL GUARD



AIR FORCE RESERVE



[] FEMALE MARRIED
 [] FEMALE MARRIED WITH DEPENDENTS
 [] MALE MARRIED
 [] MALE MARRIED WITH DEPENDENTS



SECTION II

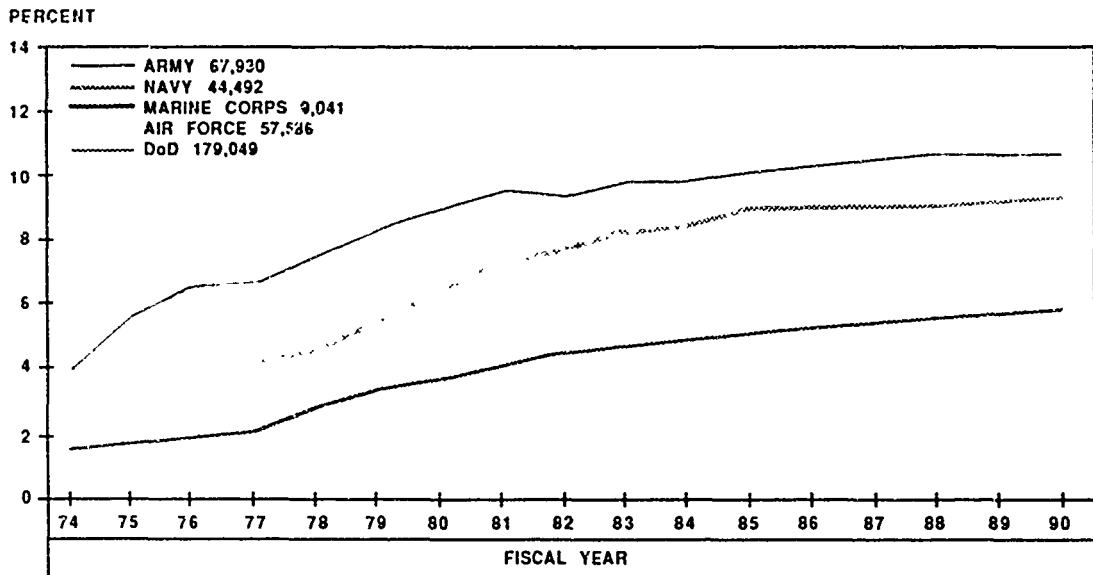
ENLISTED

WOMEN AS A PERCENT OF ENLISTED END STRENGTH

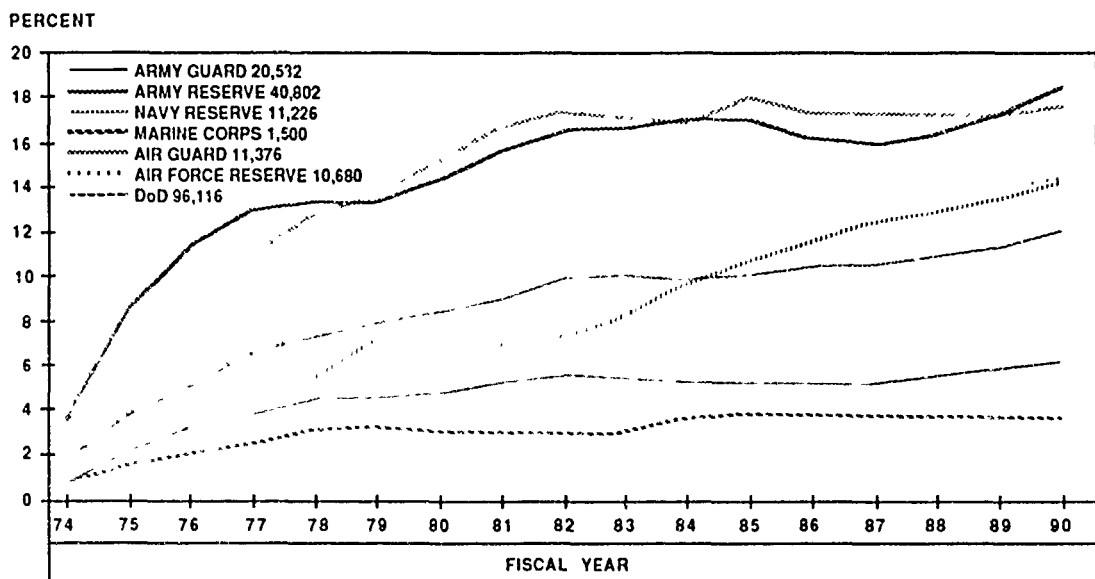
The participation of women in the enlisted force has grown steadily since the early 1970's. This growth is expected to continue, as reflected on the following charts, as more and more women recognize the op-

portunities available to them in the active and reserve components of the military. It is important to note that the projected percentages shown constitute planning figures, not ceilings.

ACTIVE DUTY



SELECTED RESERVE



ENLISTED DISTRIBUTION

BY GRADE AND YEAR OF SERVICE (YOS)

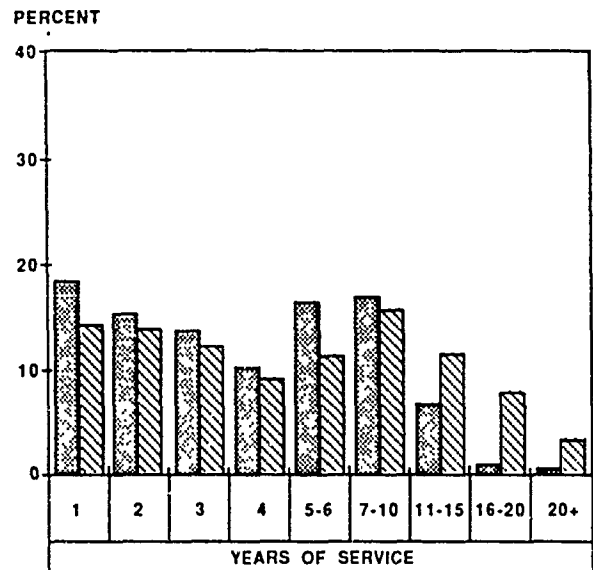
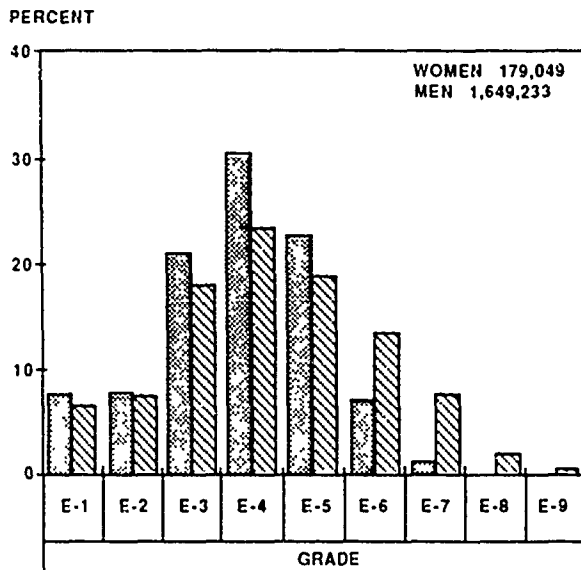
The Grade Distribution charts that follow show that enlisted women have a greater proportion of their population in the lower grades as compared to enlisted men. However, it must be remembered that women began to enter the military in increasing numbers only in the last twelve years. This fact is amplified by the Years of Service Distribution charts. As shown, almost 92 percent of all enlisted women

had 10 years or less of service, compared to 77 percent for their male counterparts. Since eligibility for promotion is based on time-in-service and time-in-grade, the grade distribution disparity will remain until the increased women's population matures through the force. With time, it is fully expected that their grade distribution pattern will more closely approximate that of the male population.

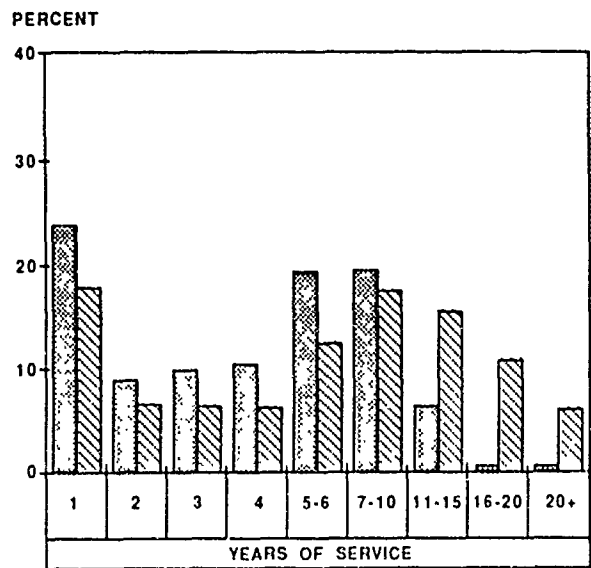
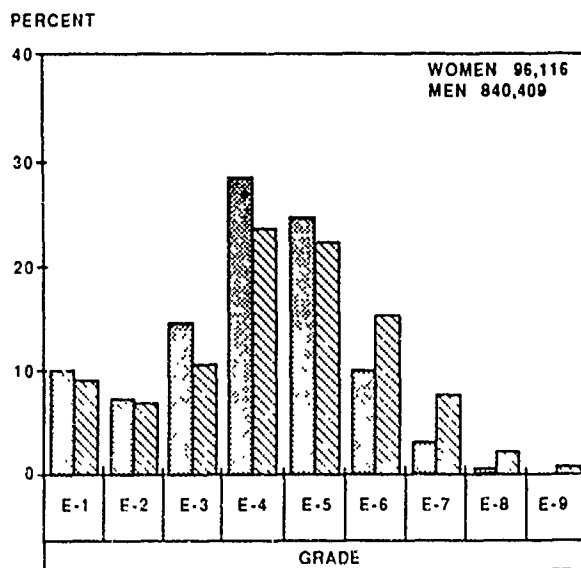
BY GRADE

BY YEAR OF SERVICE

DoD ACTIVE DUTY



DoD SELECTED RESERVE



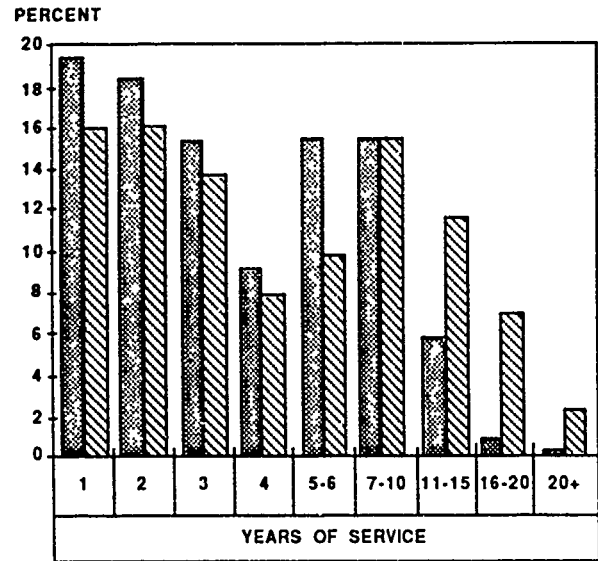
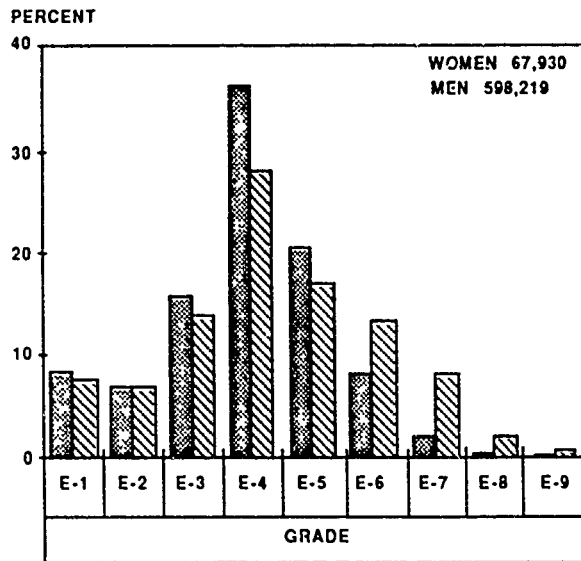
WOMEN
 MEN

ACTIVE DUTY ENLISTED DISTRIBUTION

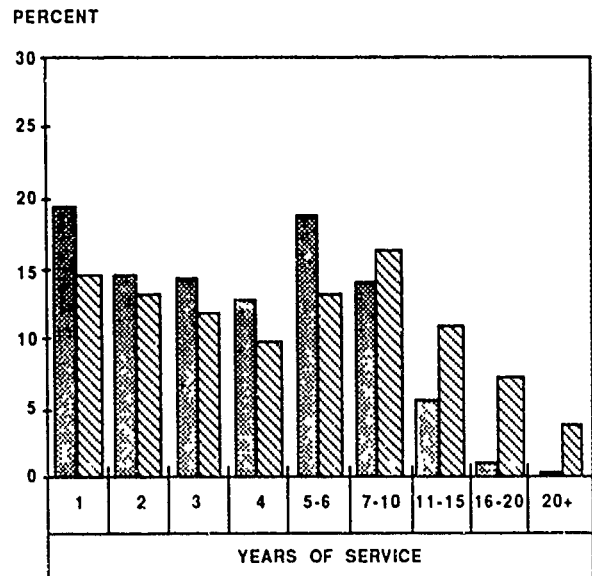
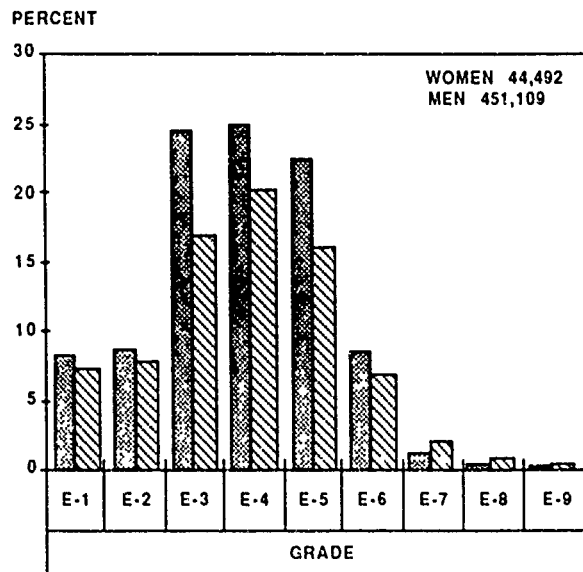
BY GRADE

BY YEAR OF SERVICE

ARMY



NAVY



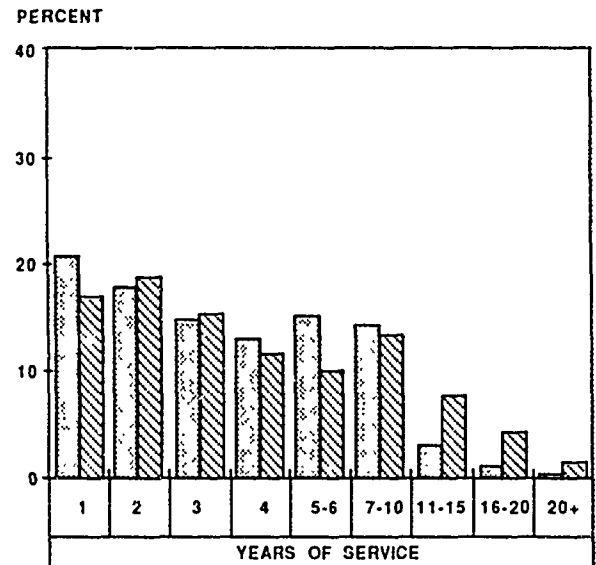
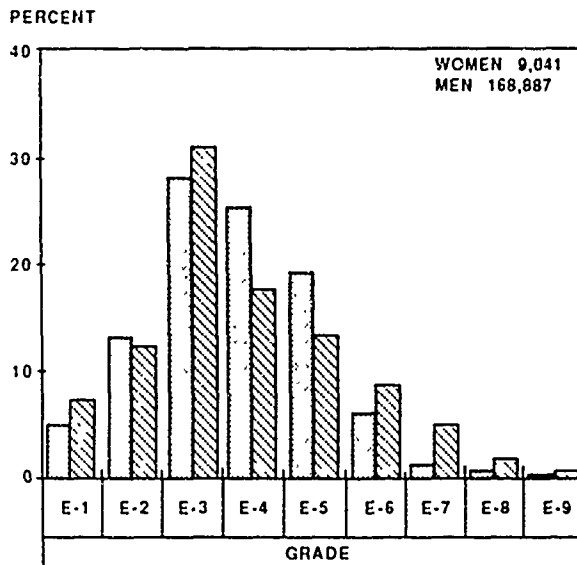
WOMEN
 MEN

ACTIVE DUTY ENLISTED DISTRIBUTION

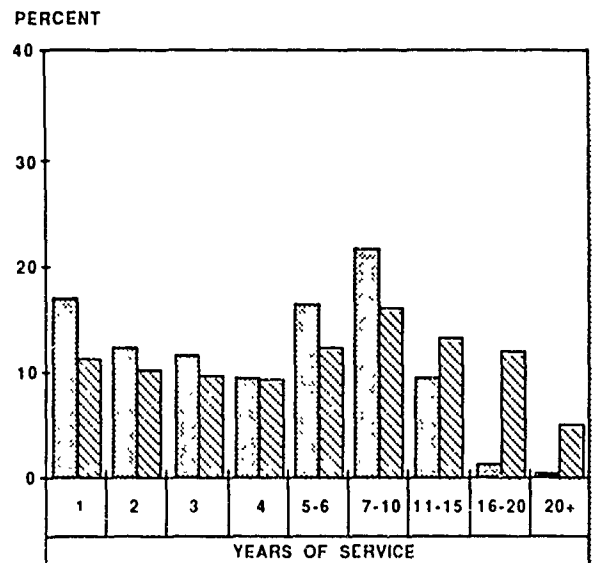
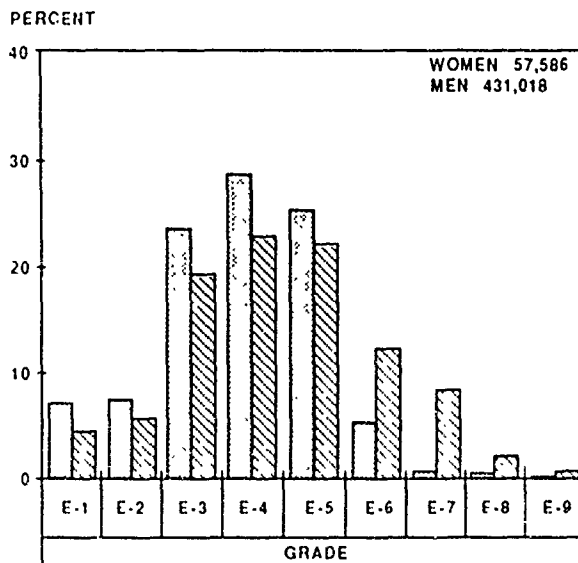
BY GRADE

BY YEAR OF SERVICE

MARINE CORPS



AIR FORCE



☐ WOMEN
☐ MEN

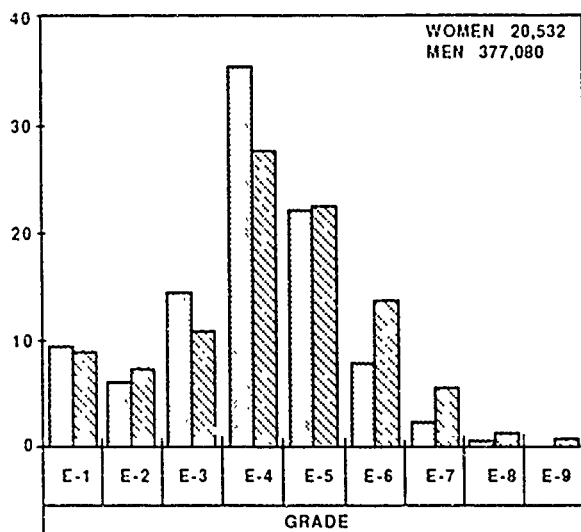
SELECTED RESERVE ENLISTED DISTRIBUTION

BY GRADE

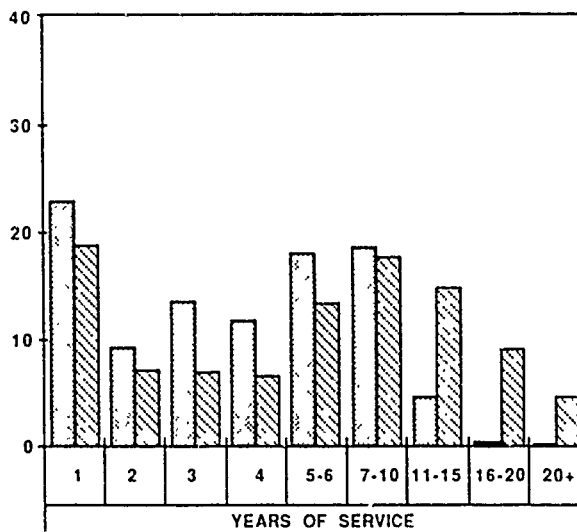
BY YEAR OF SERVICE

ARMY NATIONAL GUARD

PERCENT

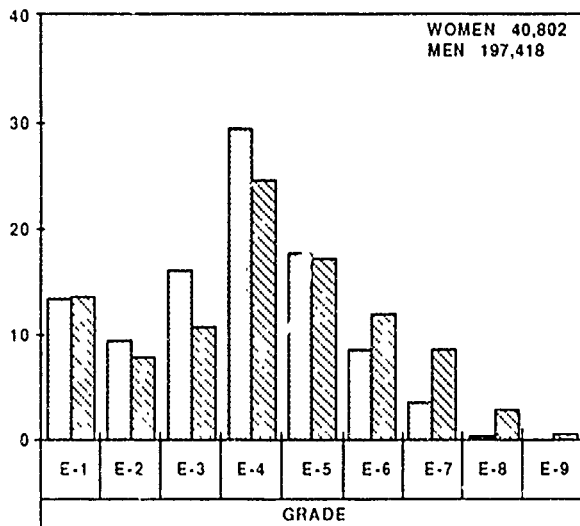


PERCENT

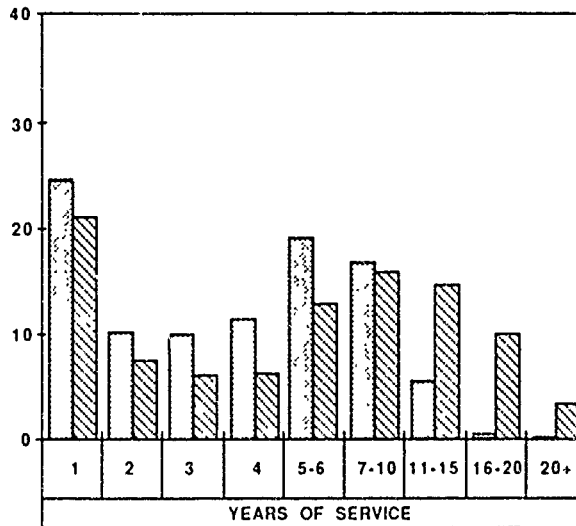


ARMY RESERVE

PERCENT



PERCENT



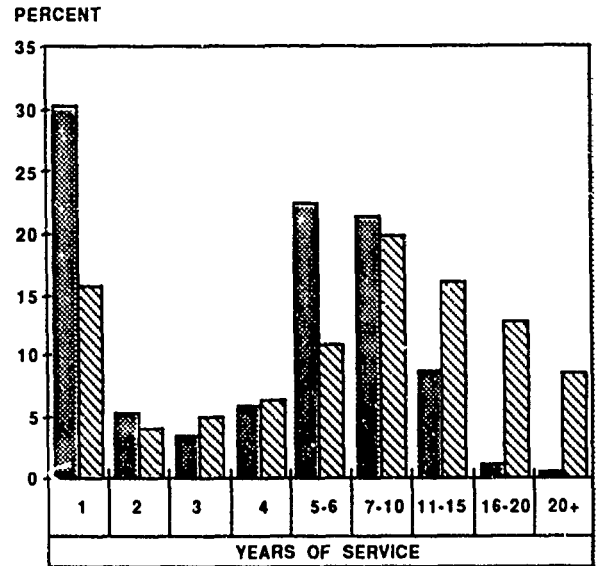
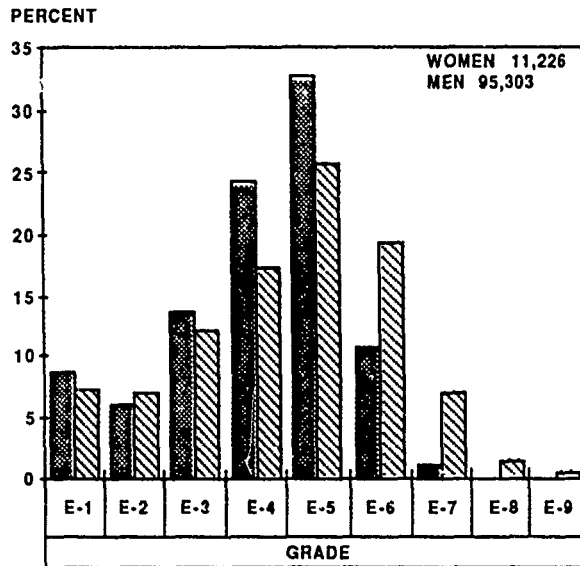
☐ WOMEN
☒ MEN

SELECTED RESERVE ENLISTED DISTRIBUTION

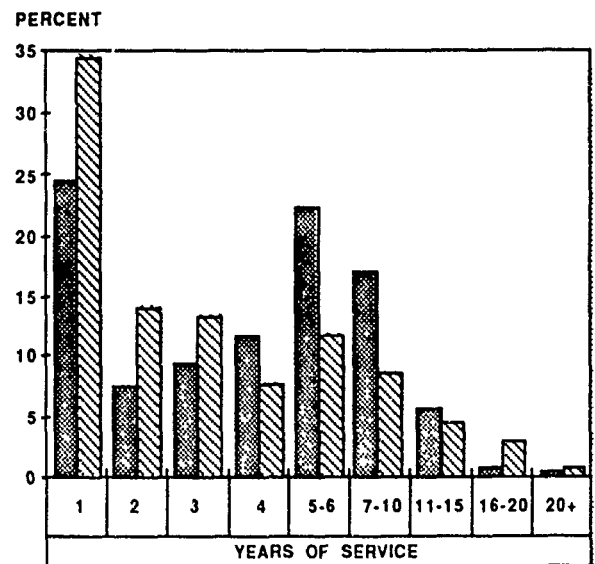
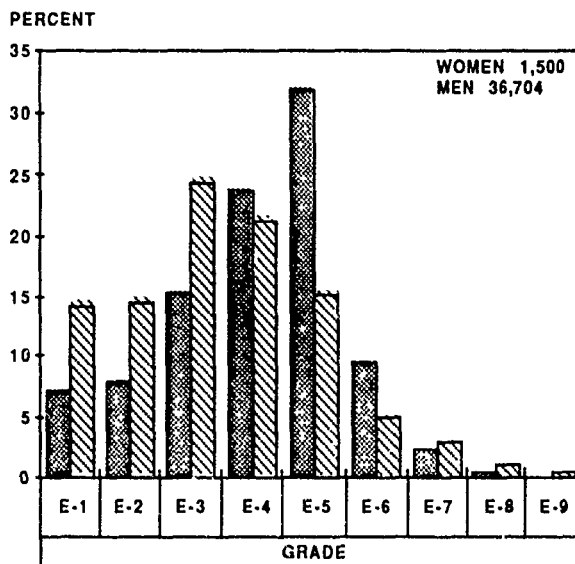
BY GRADE

BY YEAR OF SERVICE

NAVAL RESERVE



MARINE CORPS RESERVE



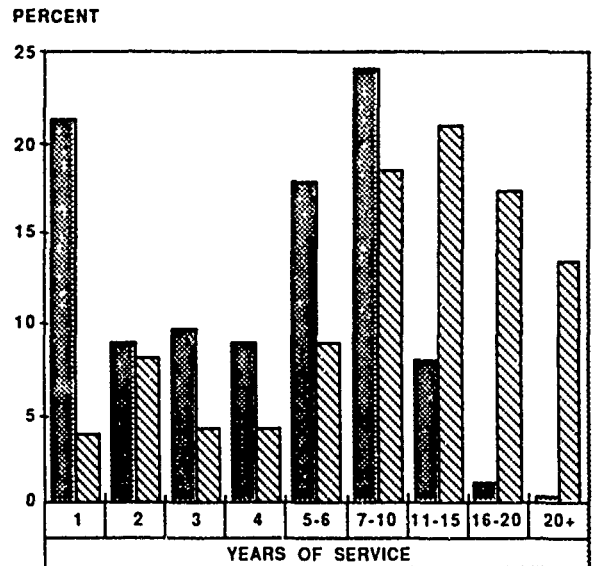
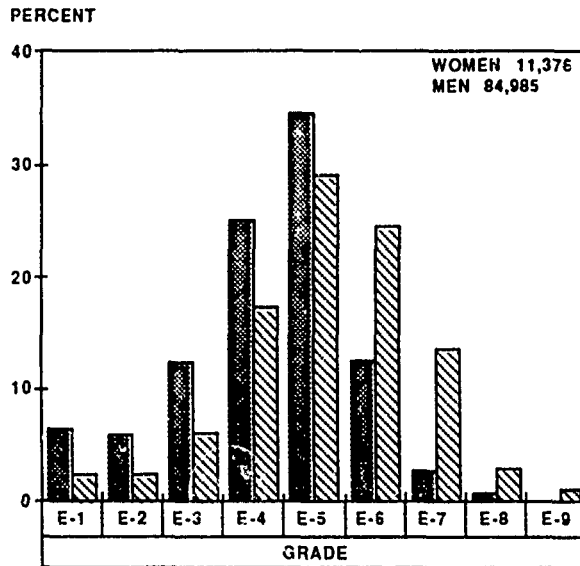
WOMEN
 MEN

SELECTED RESERVE ENLISTED DISTRIBUTION

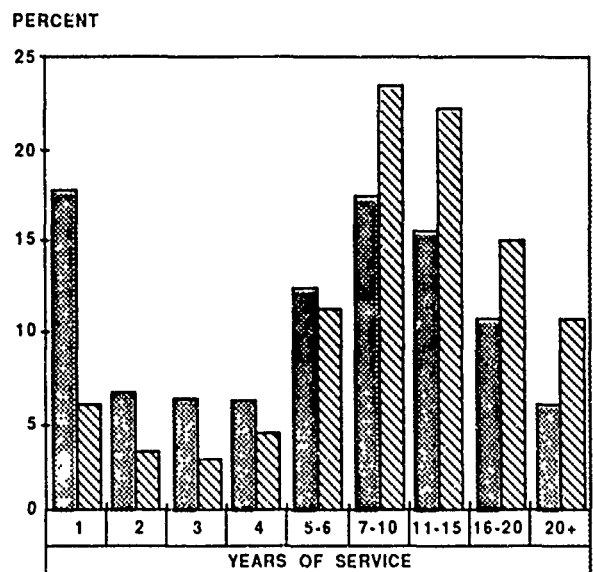
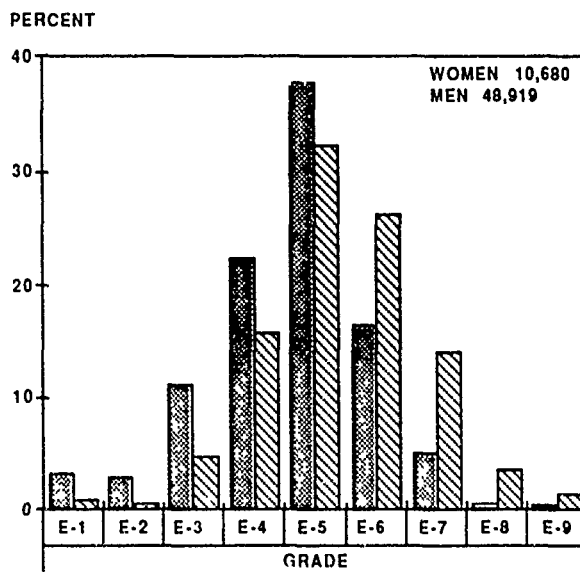
BY GRADE

BY YEAR OF SERVICE

AIR NATIONAL GUARD



AIR FORCE RESERVE



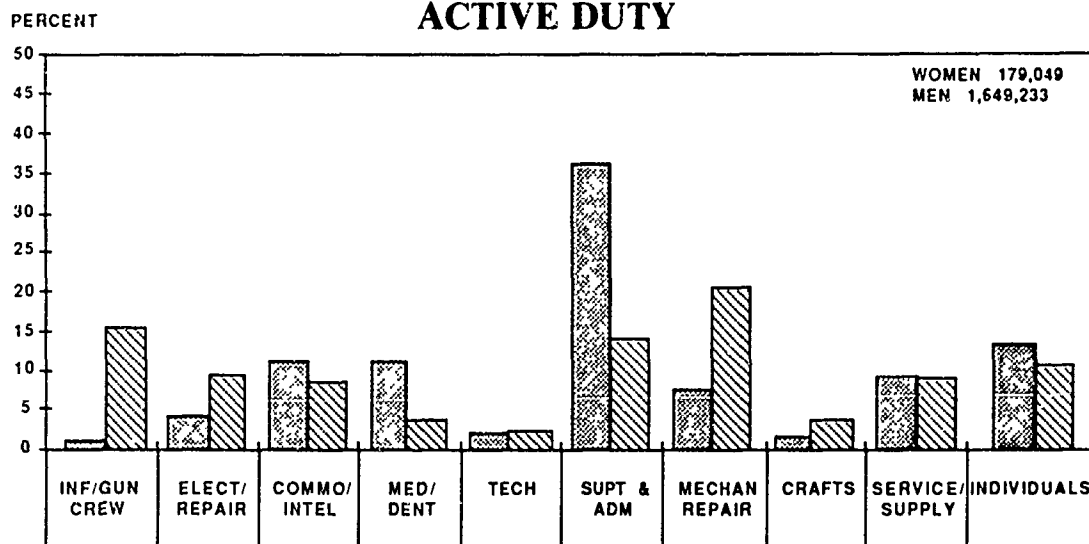
WOMEN
 MEN

ENLISTED DISTRIBUTION BY OCCUPATION

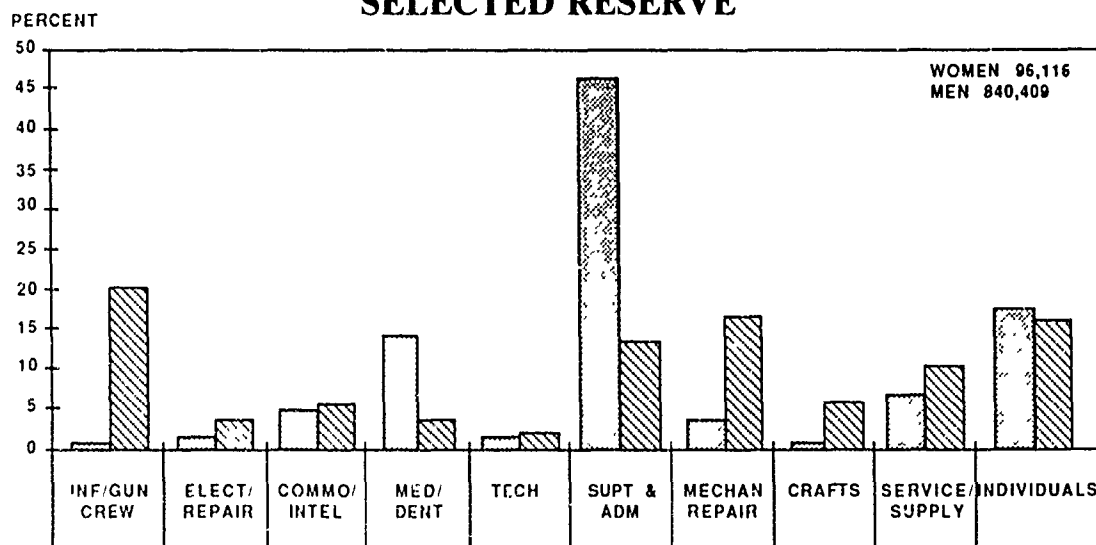
Each Service classifies and manages enlisted personnel in a manner suited to satisfaction of its unique force structure requirement. The DoD occupational groupings provide a basis for comparison across all components. Today, many women continue to serve in traditional specialties (e.g. medical and ad-

ministrative). However, opportunities exist for women in all fields except those where service is precluded based on specific restrictions associated with combat. Military personnel policies provide for full utilization of women, consistent with the intent of combat exclusion legislation and the individual's qualifications and aspirations.

DoD ACTIVE DUTY



DoD SELECTED RESERVE



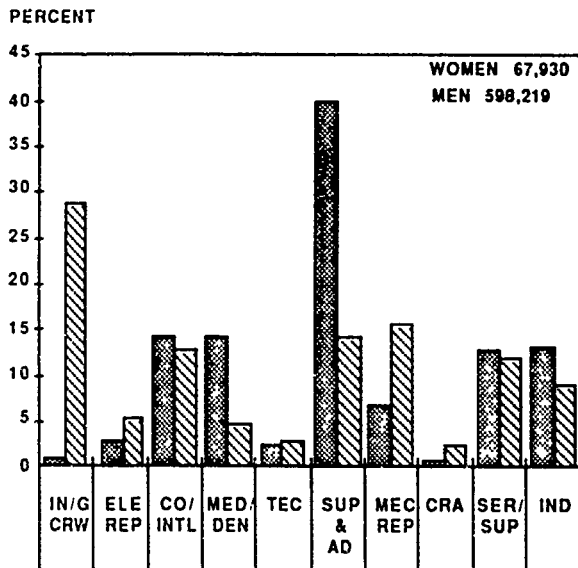
□ WOMEN
▨ MEN

ENLISTED OCCUPATION CATEGORIES

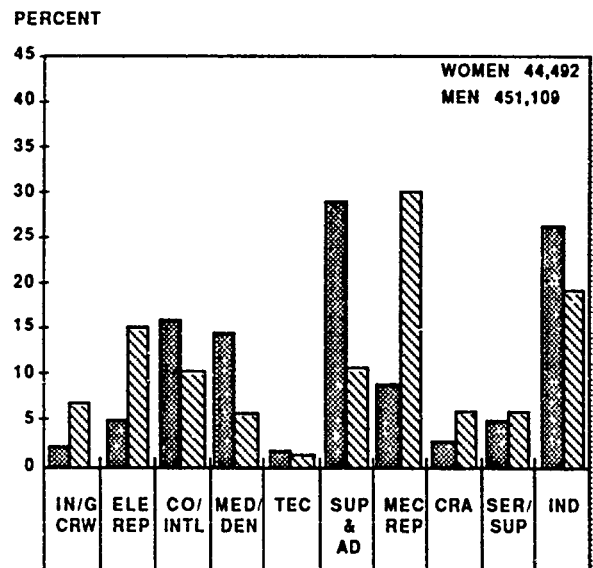
1. Infantry, Gun Crew, and Seamanship.
 - a. Infantry.
 - b. Armor and Amphibian.
 - c. Combat Engineer.
 - d. Artillery Gunnery, Rocket/Missile.
 - e. Air Crew.
 - f. Seaman.
 - g. Installation Security.
2. Electronic Equipment Repair.
 - a. Radio Radar.
 - b. Fire Control Electronic System (Non-Missile).
 - c. Missile Guidance, Control and Checkout.
 - d. Sonar Equipment.
 - e. Nuclear Weapons Equipment
 - f. Computers.
 - g. Teletype and Cryptographic Equipment.
 - h. Other Electronic Equipment.
3. Communications and Intelligence.
 - a. Radio and Radio Code.
 - b. Sonar
 - c. Radar and Air Traffic Control.
 - d. Signal Intelligence/Electronic Warfare.
 - e. Intelligence.
 - f. Combat Operations Control.
 - g. Communications Center Operations.
4. Medical and Dental
 - a. Medical Care.
 - b. Technical Medical Service.
 - c. Related Medical Services.
 - d. Dental Care.
5. Technical Specialist.
 - a. Photography
 - b. Mapping, Surveying, Drafting and Illustrating.
 - c. Meteorology.
 - d. Ordnance Disposal and Diving
 - e. Musician.
 - f. Technical Specialist, General.
6. Functional Support and Administration.
 - a. Personnel.
 - b. Administration.
 - c. Clerical.
 - d. Data Processing.
 - e. Accounting, Finance and Disbursing.
 - f. Functional Support General.
 - g. Morale and Welfare.
 - h. Information and Education.
7. Electrical/Mechanical Equipment Repair.
 - a. Aircraft.
 - b. Automotive.
 - c. Wire Communication.
 - d. Missile Mechanical and Electrical.
 - e. Armament and Munitions.
 - f. Shipboard Propulsion.
 - g. Power Generating Equipment.
 - h. Precision Equipment.
 - i. Other Mechanical and Electrical Equipment.
8. Crafts.
 - a. Metallurgy.
 - b. Construction.
 - c. Utilities.
 - d. Lithography.
 - e. Industrial Gas and Fuel Production.
 - f. Fabric, Leather, and Rubber.
 - g. Other Craftsmen.
9. Service and Supply.
 - a. Food Service.
 - b. Motor Transport.
 - c. Material Receipt, Storage and Issue.
 - d. Law Enforcement
 - e. Personal Service.
 - f. Auxiliary Labor.
 - g. Forward Area Equipment Support.
 - h. Other Services.
10. Individuals.
 - a. Patients.
 - b. Students/Trainees.
 - c. Other

OCCUPATIONAL DISTRIBUTION OF ACTIVE DUTY ENLISTED

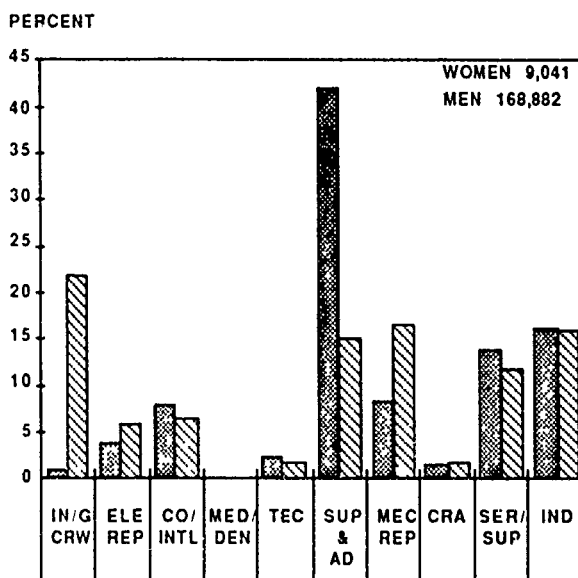
ARMY



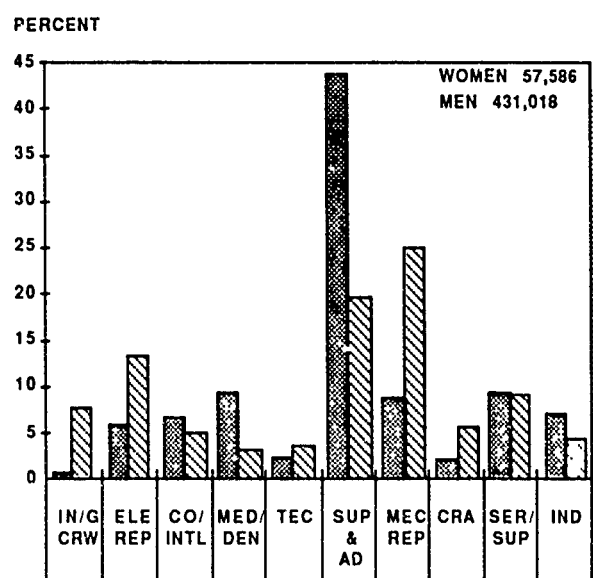
NAVY



MARINE CORPS



AIR FORCE

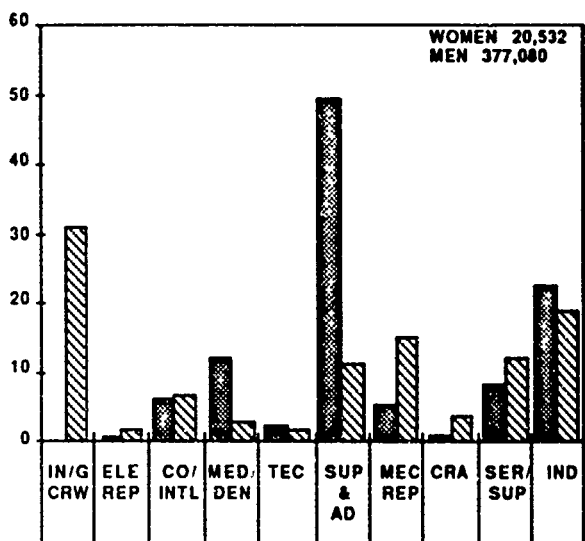


 WOMEN
 MEN

OCCUPATIONAL DISTRIBUTION OF SELECTED RESERVE ENLISTED

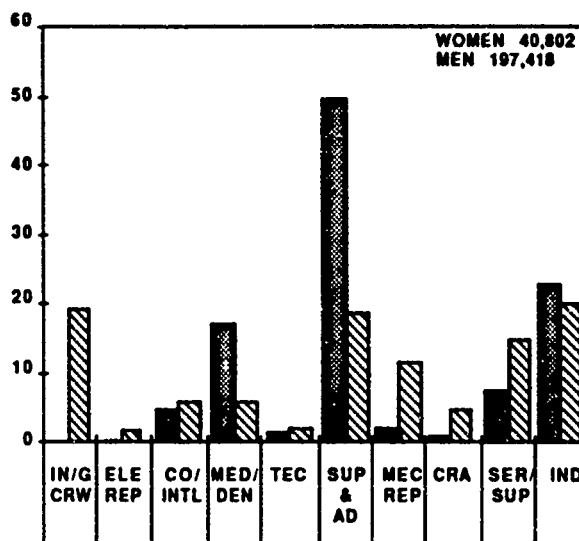
ARMY NATIONAL GUARD

PERCENT



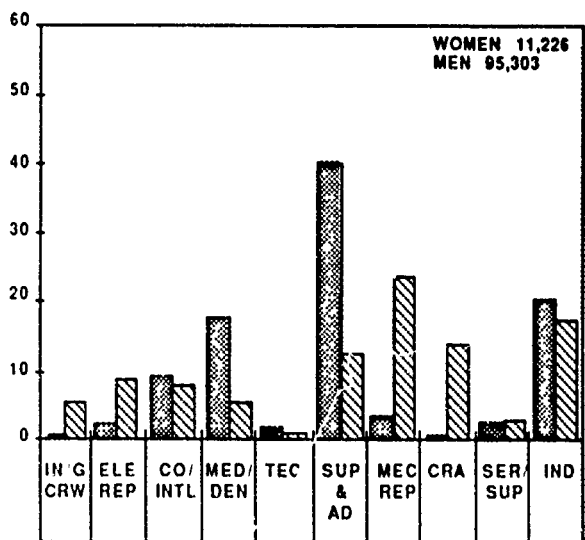
ARMY RESERVE

PERCENT



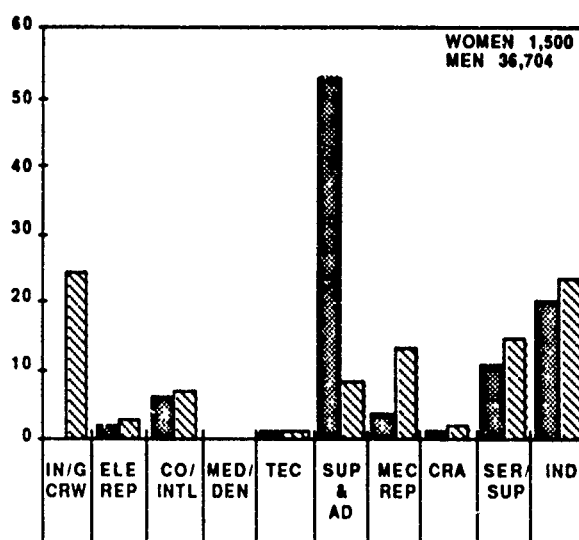
NAVAL RESERVE

PERCENT



MARINE CORPS RESERVE

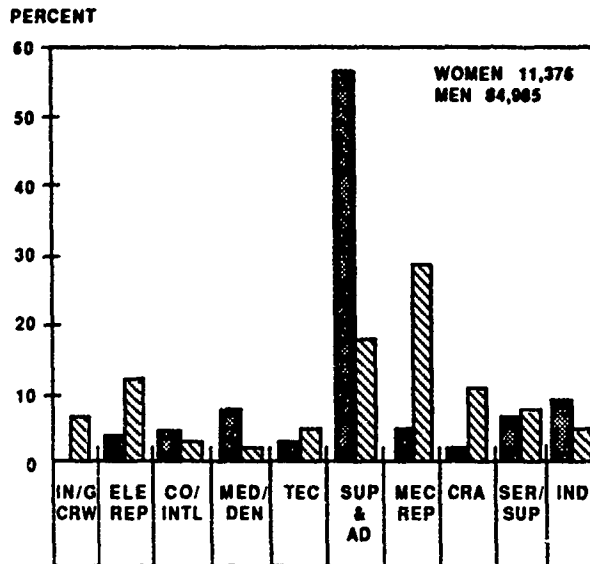
PERCENT



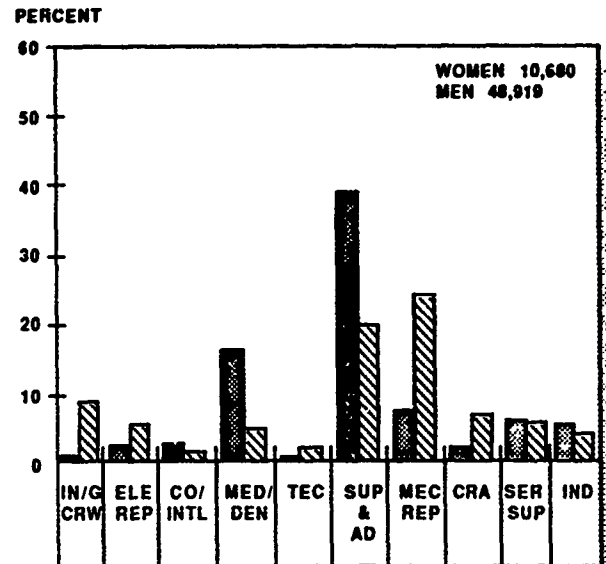
 WOMEN
 MEN

OCCUPATIONAL DISTRIBUTION OF SELECTED RESERVE ENLISTED

AIR NATIONAL GUARD



AIR FORCE RESERVE



 WOMEN
 MEN

ENLISTED EDUCATION LEVELS

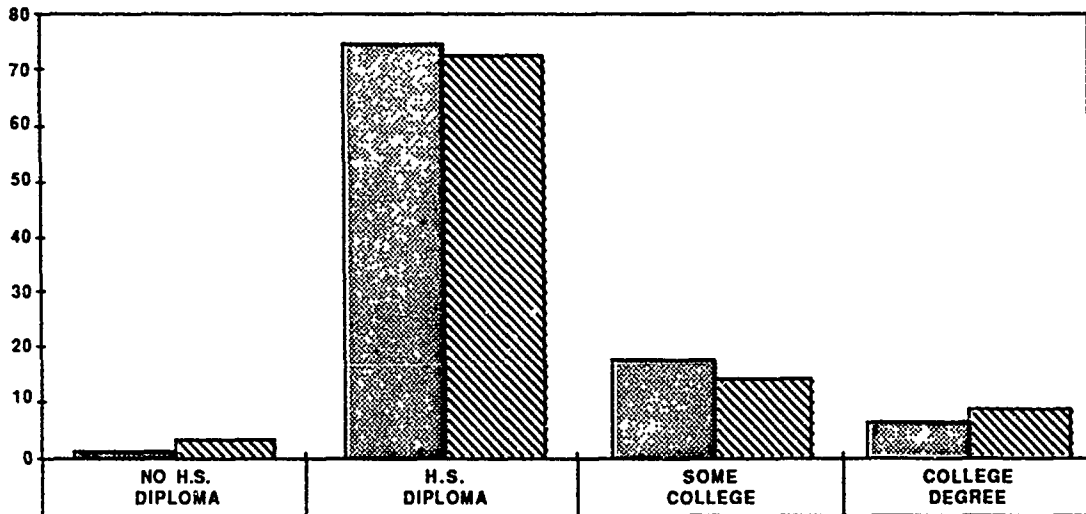
Several studies have shown that level of education correlates highly with most measures of quality. Therefore, it is an important indicator of potential, both at time of enlistment and promotion. All Ser-

vices seek enlistees who have graduated from high school. In general, graduation from high school (or GED equivalency) is a prerequisite for advancement to NCO/Petty Officer status.

FY 1985

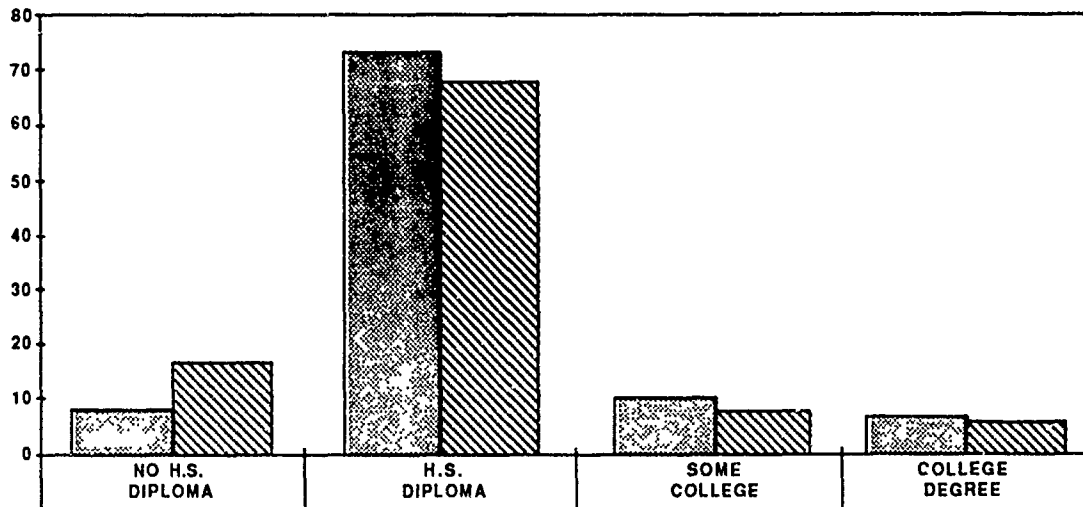
DoD ACTIVE DUTY

PERCENT



DoD SELECTED RESERVE

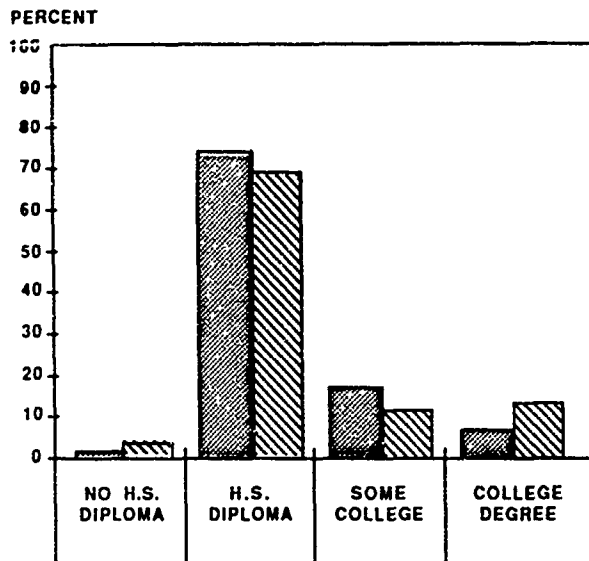
PERCENT



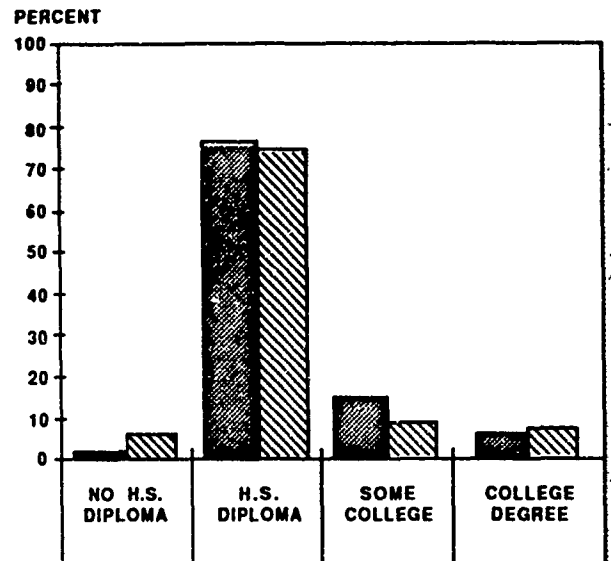
■ WOMEN
▨ MEN

ACTIVE DUTY ENLISTED EDUCATION LEVELS

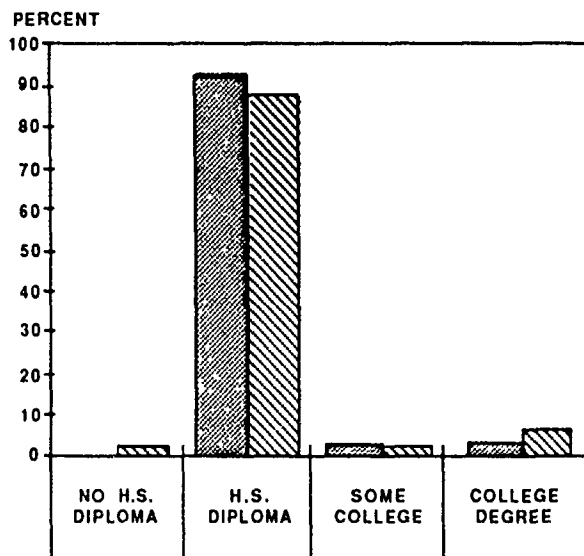
ARMY



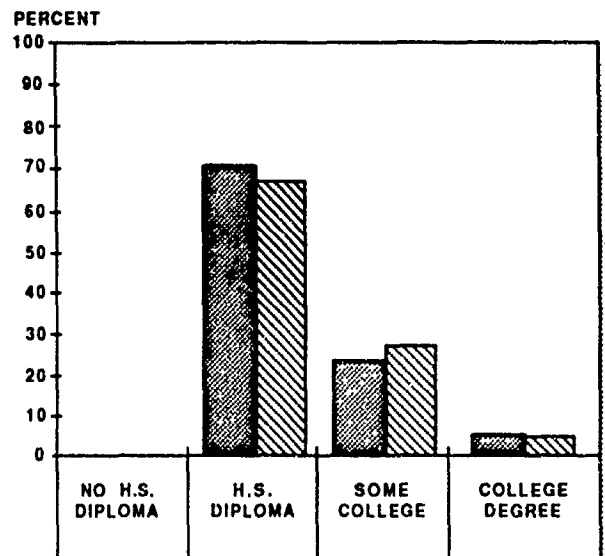
NAVY



MARINE CORPS



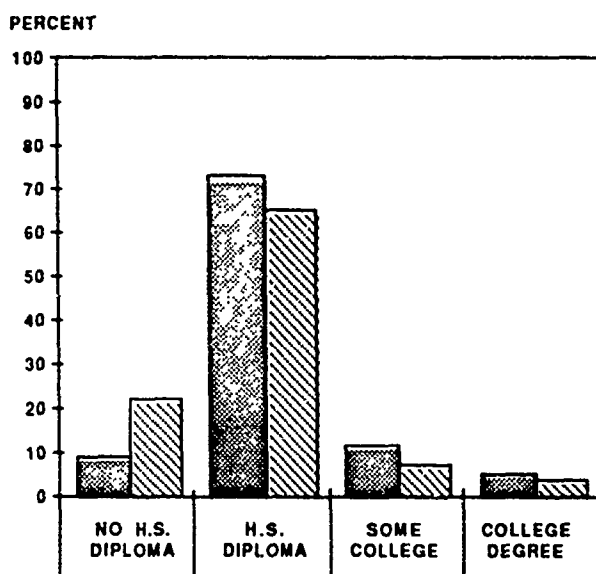
AIR FORCE



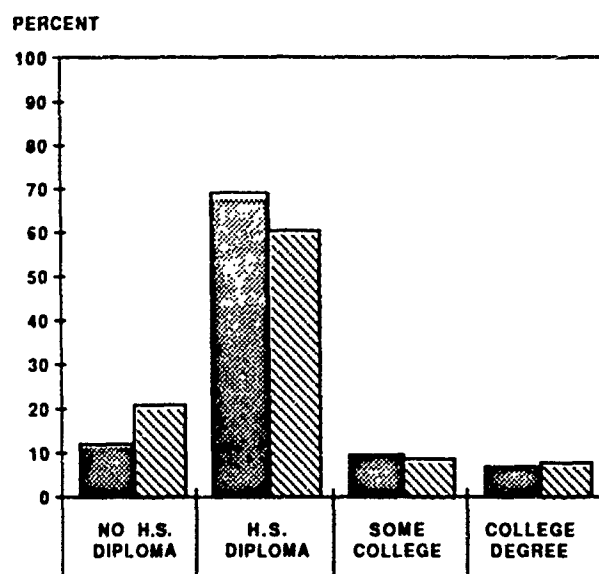
WOMEN
 MEN

SELECTED RESERVE ENLISTED EDUCATION LEVELS

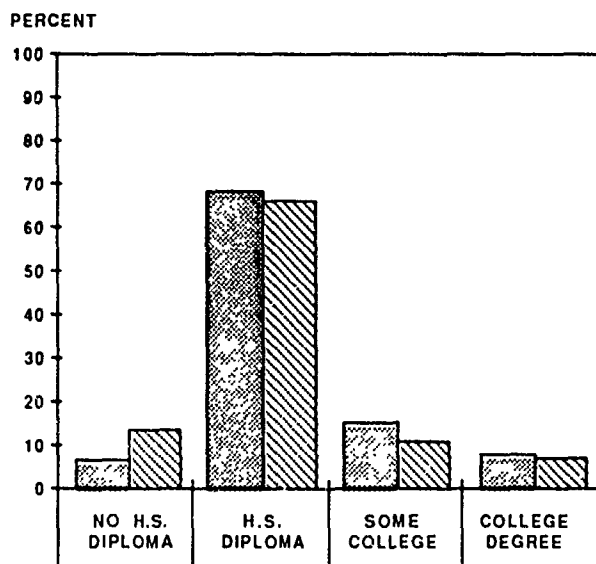
ARMY NATIONAL GUARD



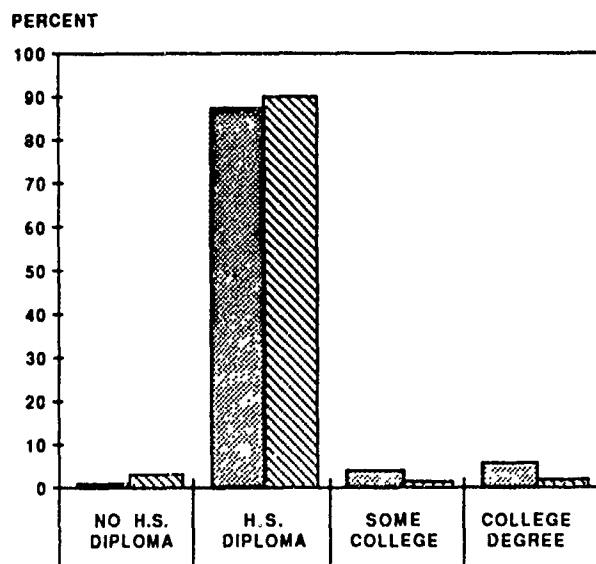
ARMY RESERVE



NAVAL RESERVE



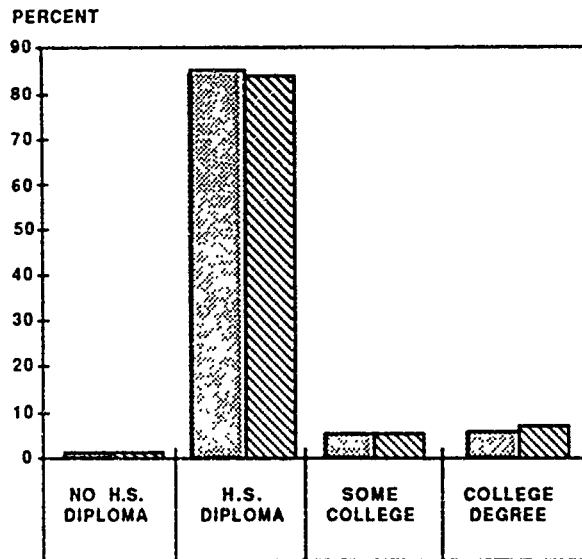
MARINE CORPS RESERVE



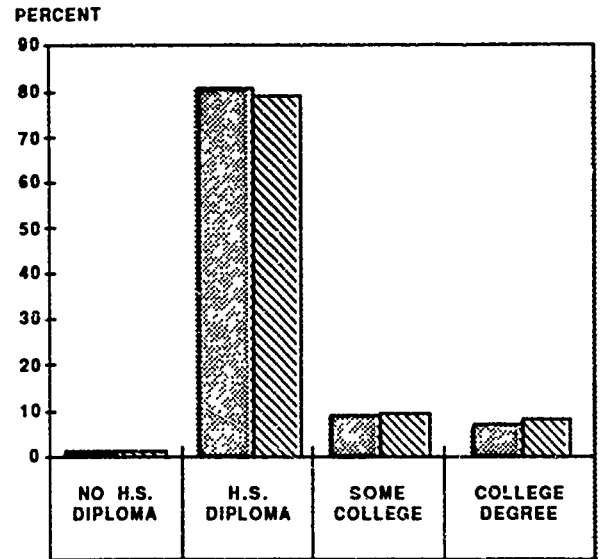
 WOMEN
 MEN

SELECTED RESERVE ENLISTED EDUCATION LEVELS

AIR NATIONAL GUARD



AIR FORCE RESERVE



 WOMEN
 MEN

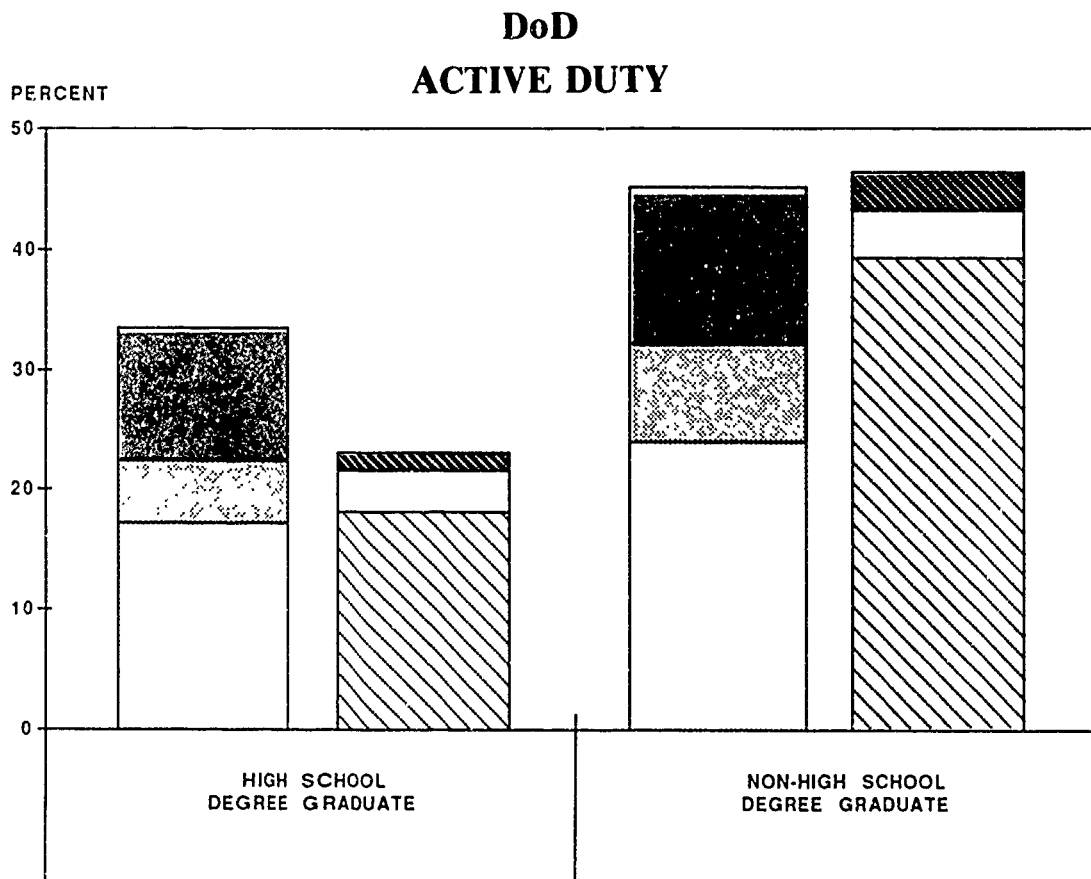
RETENTION OF ENLISTED PERSONNEL

The retention of enlisted personnel is critical to achievement of manpower objectives. Each component must carefully manage enlistments and reenlistments in order to develop programmed grade, skill, and experience characteristics essential to manning the force structure. Retention affects every aspect of personnel planning (e.g., recruiting, training, distribution, promotion, and separation). The rates vary in response to incentives (e.g., bonuses or education), the economic environment, the component environment (e.g., promotion opportunity, frequency

of overseas assignment or sea duty), and the individual member's propensity to serve.

Retention can be measured in several ways. In each case, retention is the proportion of a specific category of members remaining within that category over a period of time. Thus, different types of rates reflect the behavior of different categories of personnel over different periods of time. In this section are depicted three measures of retention: attrition, continuation, and reenlistments.

THREE YEAR ATTRITION BY SEX & EDUCATION FY 1982 COHORT

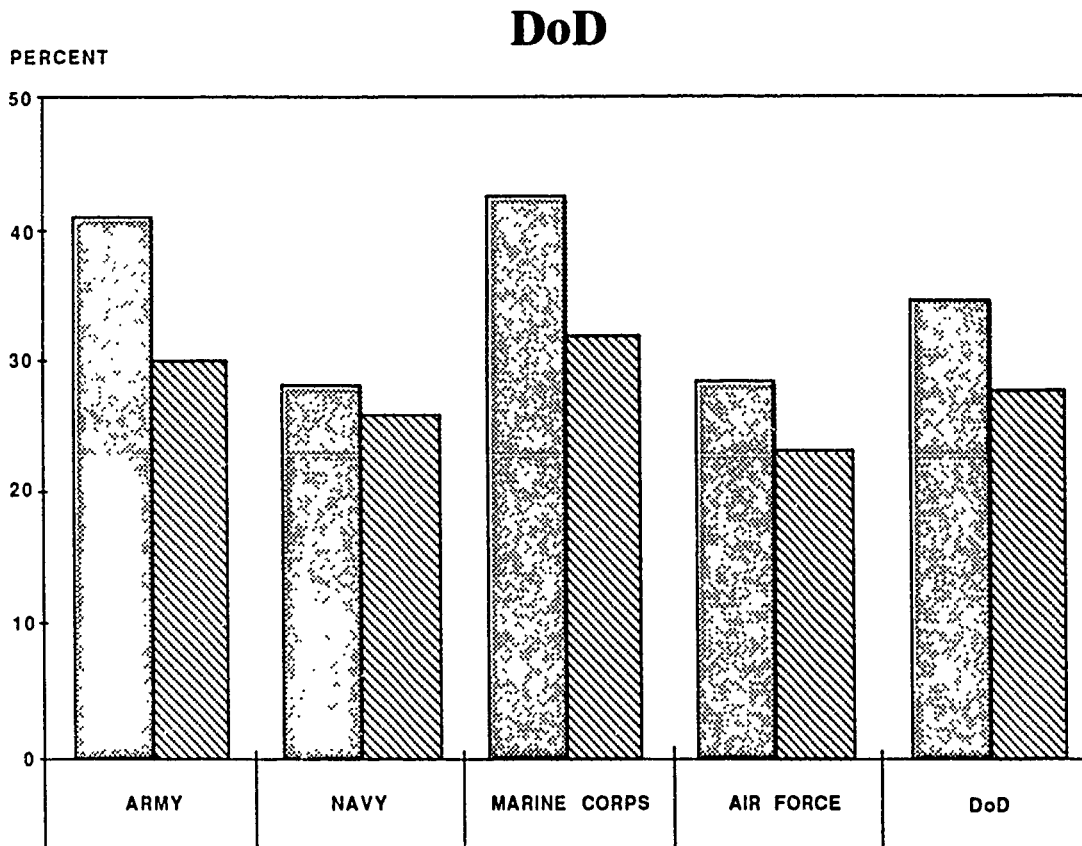


PREGNANCY, PARENTHOOD
 ALL OTHER CAUSES
 FAILURE TO MEET CRITERIA
 W M

ACTIVE DUTY THREE YEAR ATTRITION BY SEX AND SERVICE FY 1982 COHORT

Attrition is the loss of enlisted personnel prior to completion of the first term of enlistment. It is ex-

pressed as the cumulative percent of an NPS cohort that leaves the service early.



□ WOMEN
▨ MEN

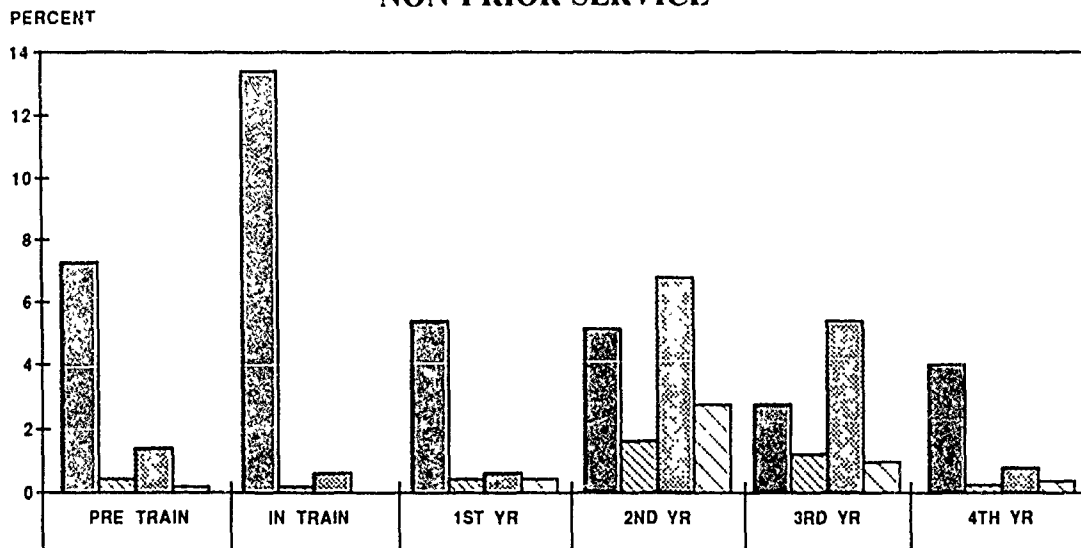
SELECTED RESERVE WOMEN ENLISTED ATTRITION

Attrition in the National Guard and Reserves is tracked by non-prior service and prior service personnel categories. Losses are further tracked by whether the personnel returned to civilian life, transferred to a

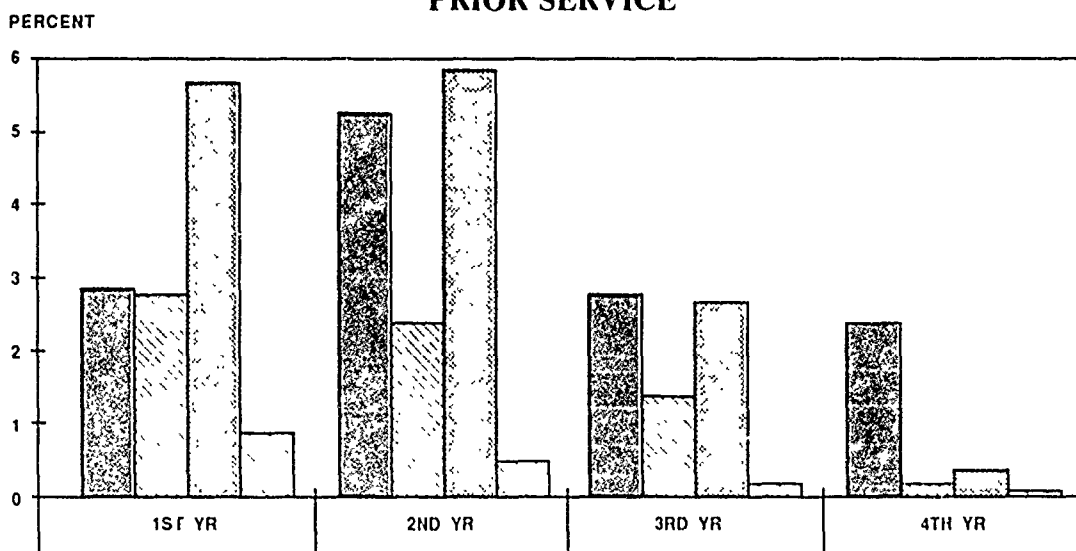
different branch of the selected reserve, transferred to another category of reserve status, or entered active duty. The following charts depict this attrition data for the period 1982-1985.

DoD

NON-PRIOR SERVICE



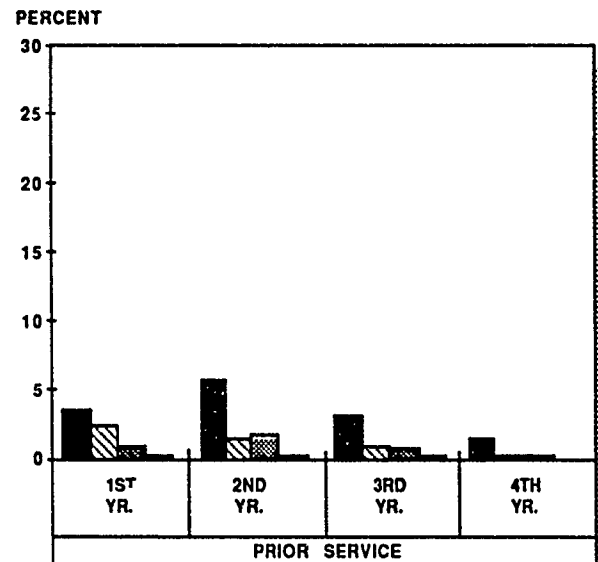
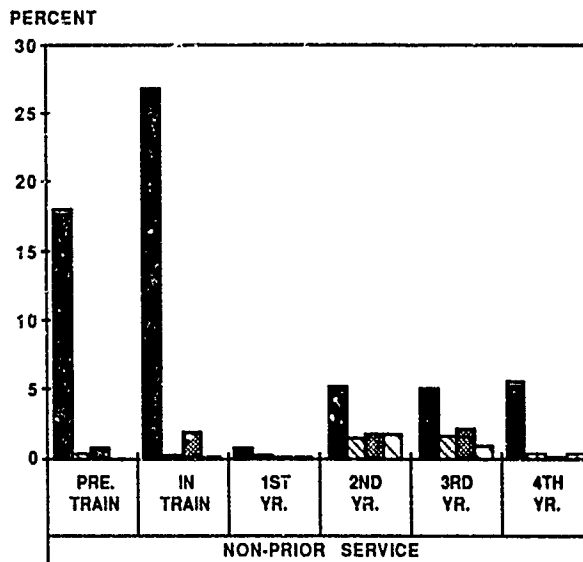
PRIOR SERVICE



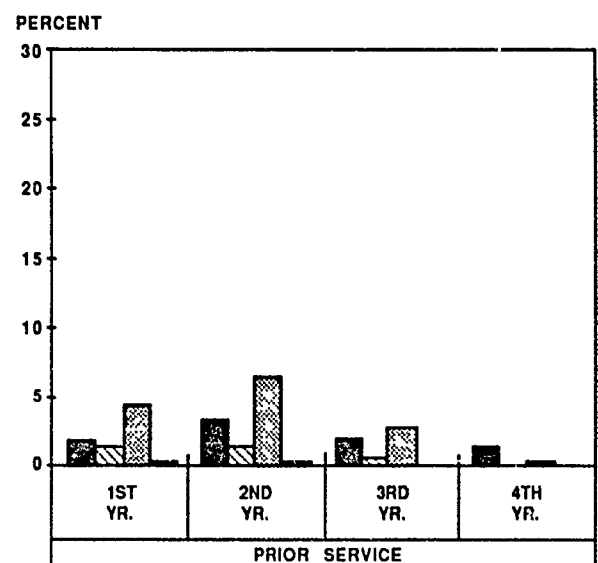
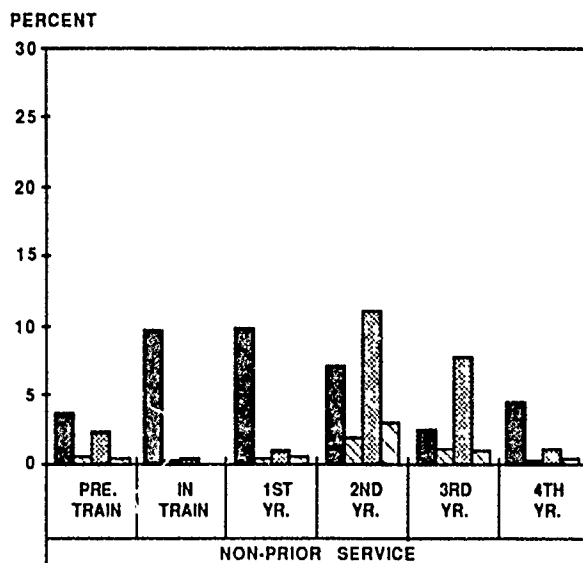
[Stippled Box] CIVILIAN LIFE
 [Diagonal Lines Box] OTHER SELECTED RESERVE
 [Cross-hatched Box] OTHER RESERVE
 [White Box] ACTIVE DUTY

SELECTED RESERVE WOMEN ENLISTED ATTRITION

ARMY NATIONAL GUARD



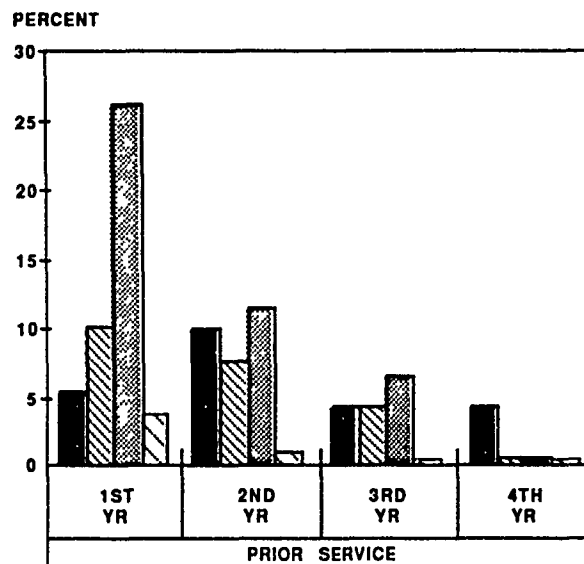
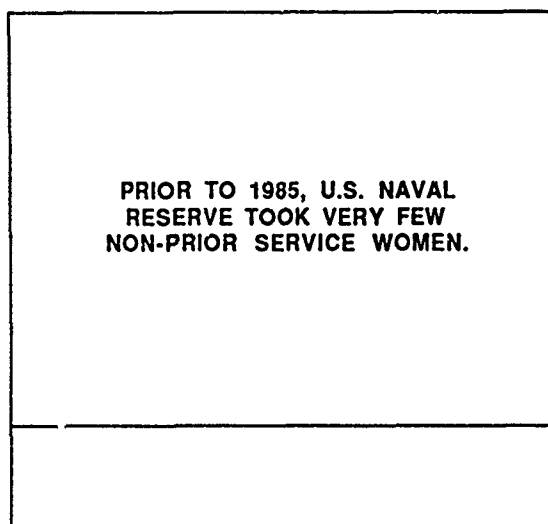
ARMY RESERVE



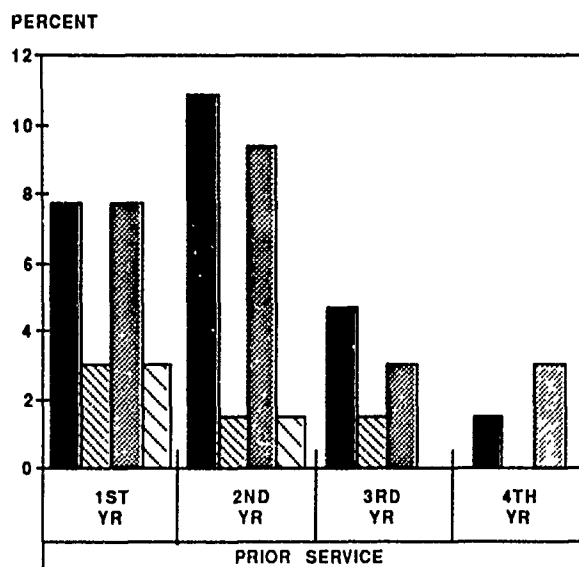
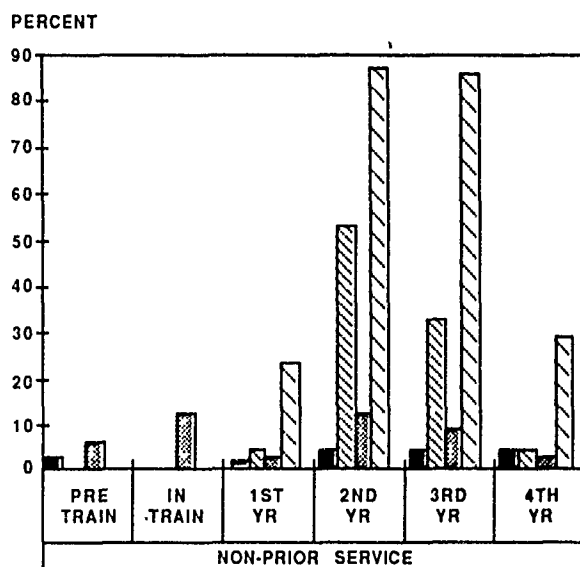
CIVILIAN LIFE
 OTHER SELRES
 OTHER RESERVE
 ACTIVE DUTY

SELECTED RESERVE WOMEN ENLISTED ATTRITION

NAVAL RESERVE



MARINE CORPS RESERVE

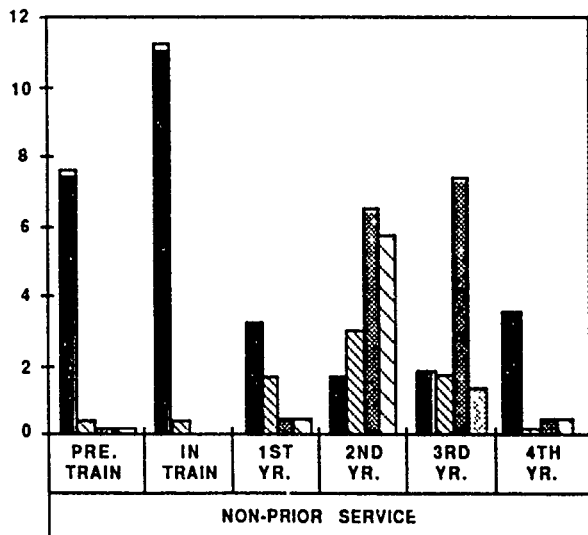


CIVIL LIFE
 OTHER SELRES
 OTHER RESERVE
 ACTIVE DUTY

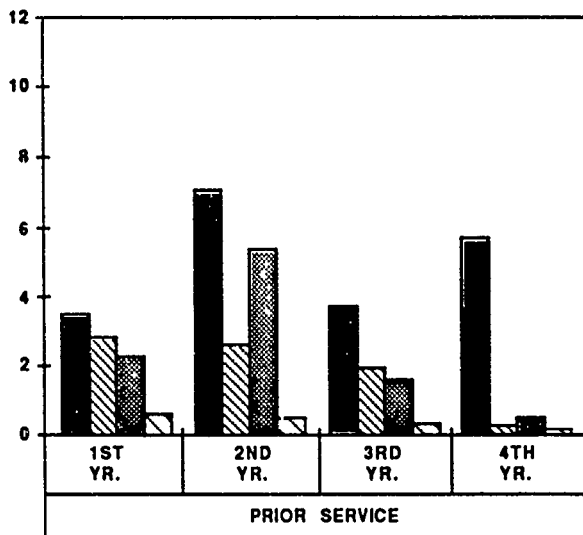
SELECTED RESERVE WOMEN ENLISTED ATTRITION

AIR NATIONAL GUARD

PERCENT

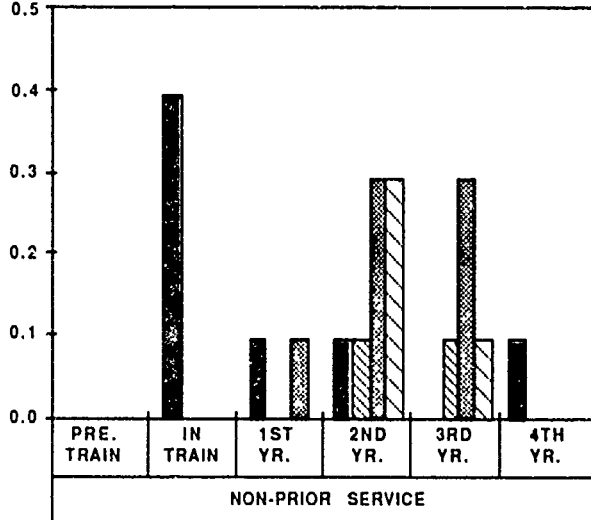


PERCENT

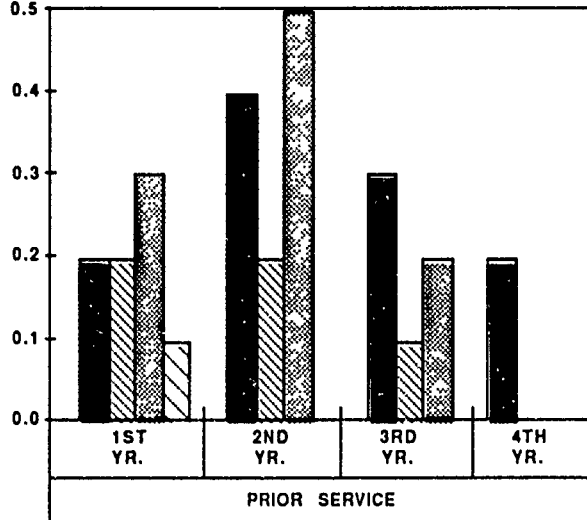






AIR FORCE RESERVE

PERCENT



PERCENT



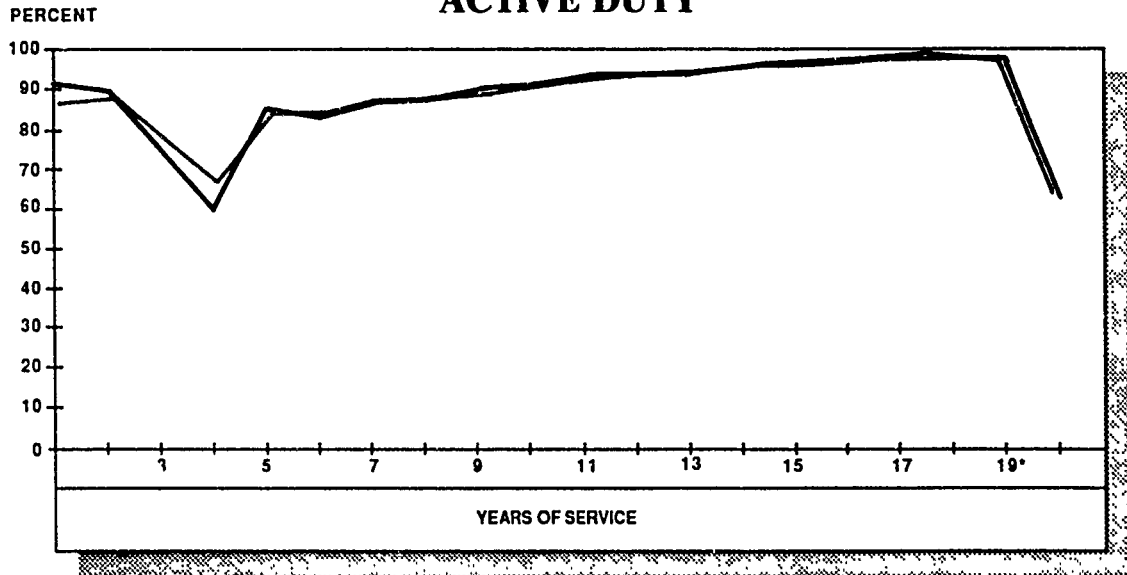
 CIVIL LIFE
 OTHER SELRES
 OTHER RESERVE
 ACTIVE DUTY

FY 85 CONTINUATION BY YOS

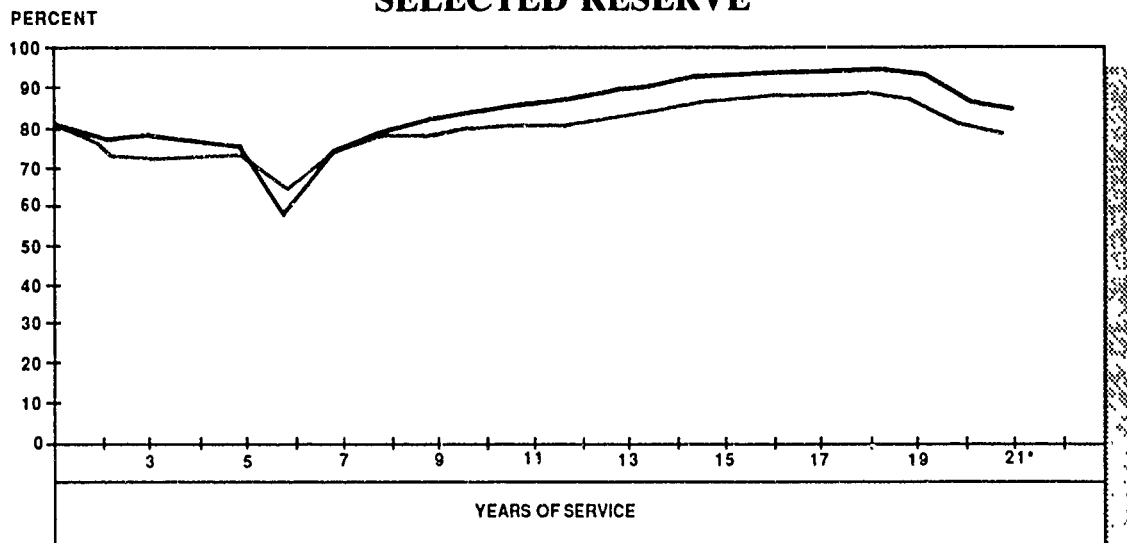
Continuation rates reflect the percentage of those on the rolls at the beginning of the fiscal year who were still there at the end of the fiscal year. The following charts depict continuation rates by year of service groupings. Unlike the active force where 20

years is a major force adjustment point, the majority of National Guard and Reserve enlisted members tend to continue beyond 20 years at relatively stable rates.

DoD ACTIVE DUTY



DoD SELECTED RESERVE

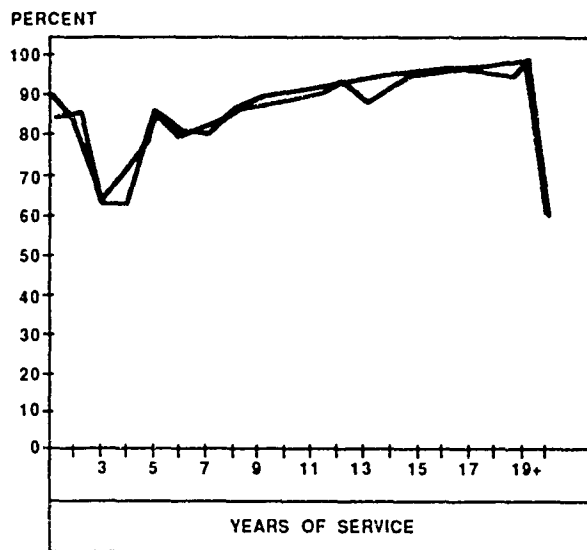


* CONTINUATION FOR 20 YOS AND BEYOND HAS BEEN AGGREGATED

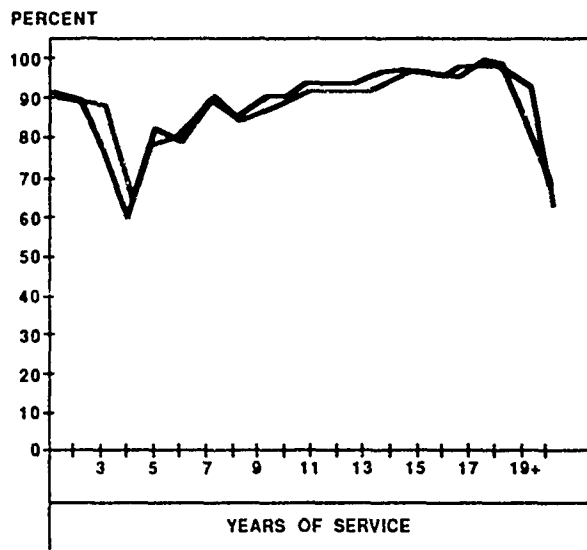
— WOMEN
— MEN

ACTIVE DUTY ENLISTED PERCENT CONTINUING DURING FY 85 BY YEAR OF SERVICE

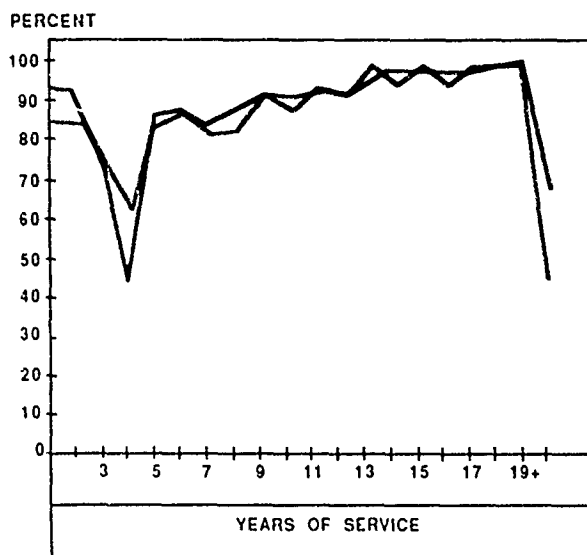
ARMY



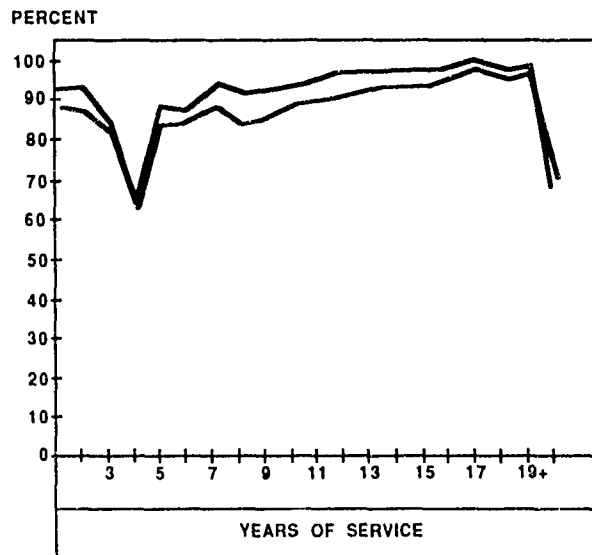
NAVY



MARINE CORPS



AIR FORCE

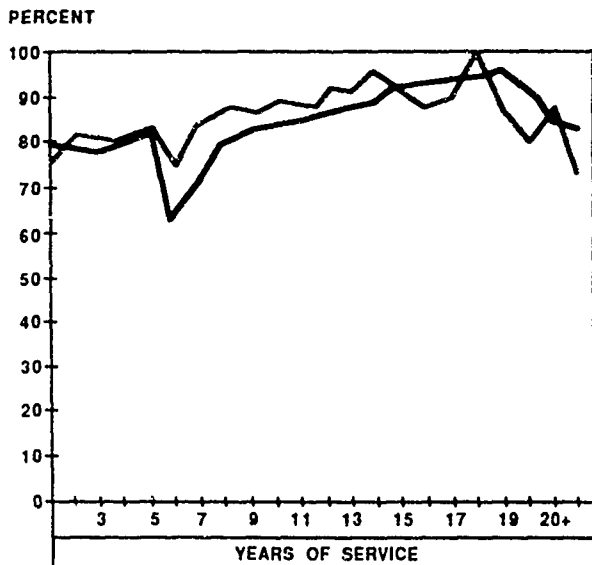


—— WOMEN
- - - - MEN

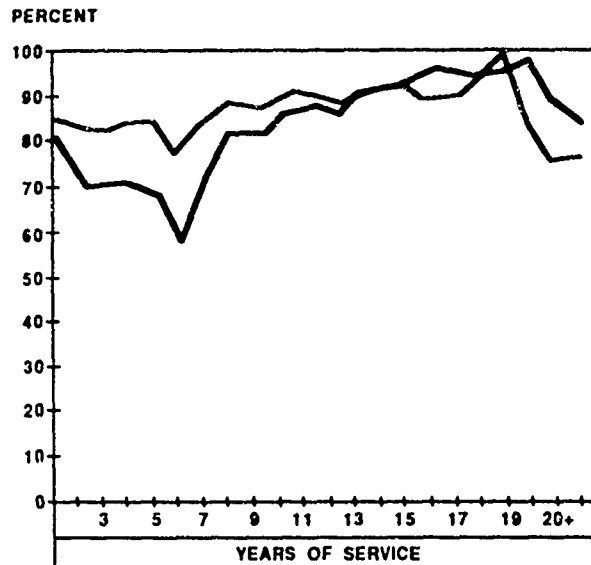
SELECTED RESERVE ENLISTED PERCENT CONTINUING DURING FY 85

BY YEAR OF SERVICE

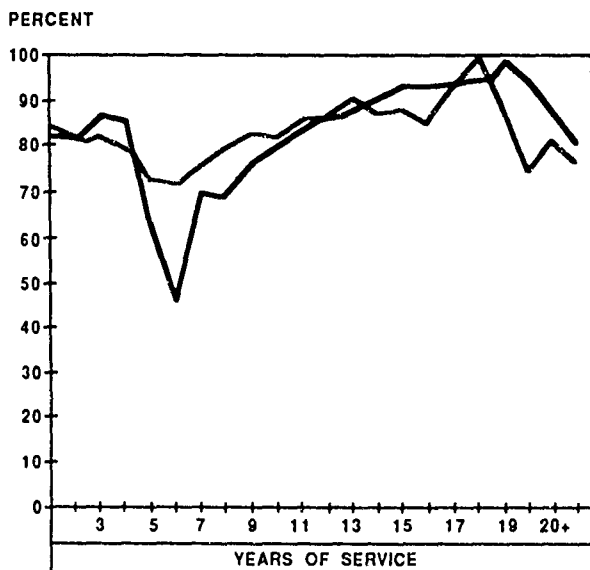
ARMY NATIONAL GUARD



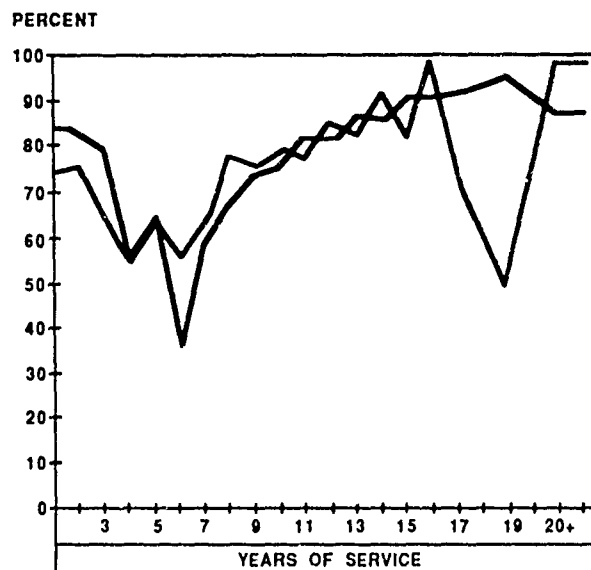
ARMY RESERVE



NAVAL RESERVE



MARINE CORPS RESERVE

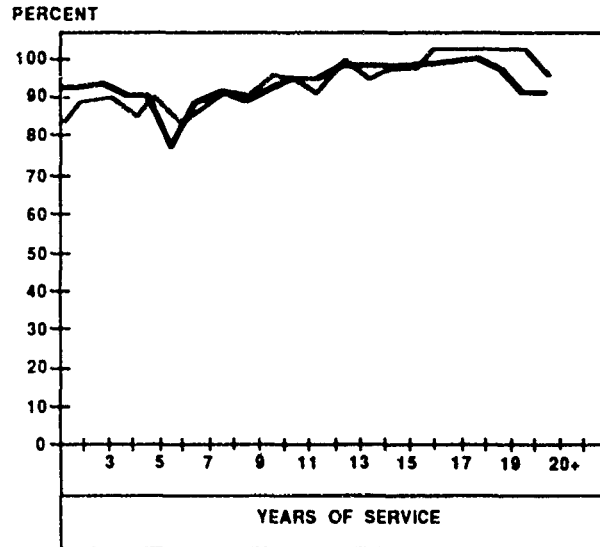


— WOMEN
— MEN

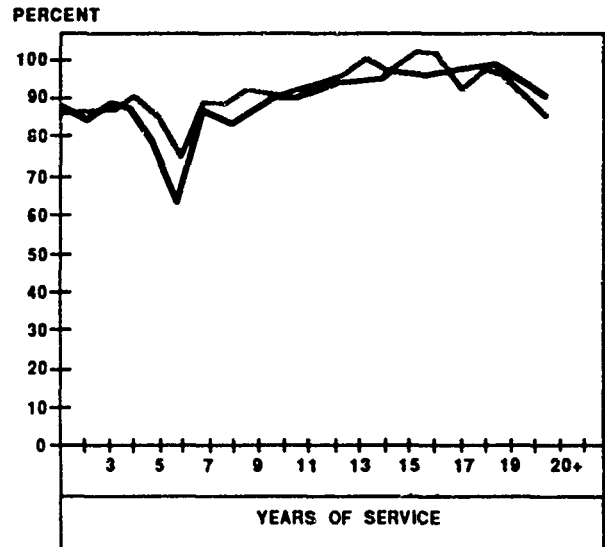
SELECTED RESERVE ENLISTED PERCENT CONTINUING DURING FY 85

BY YEAR OF SERVICE

AIR NATIONAL GUARD



AIR FORCE RESERVE



— WOMEN
— MEN

REENLISTMENT RATES

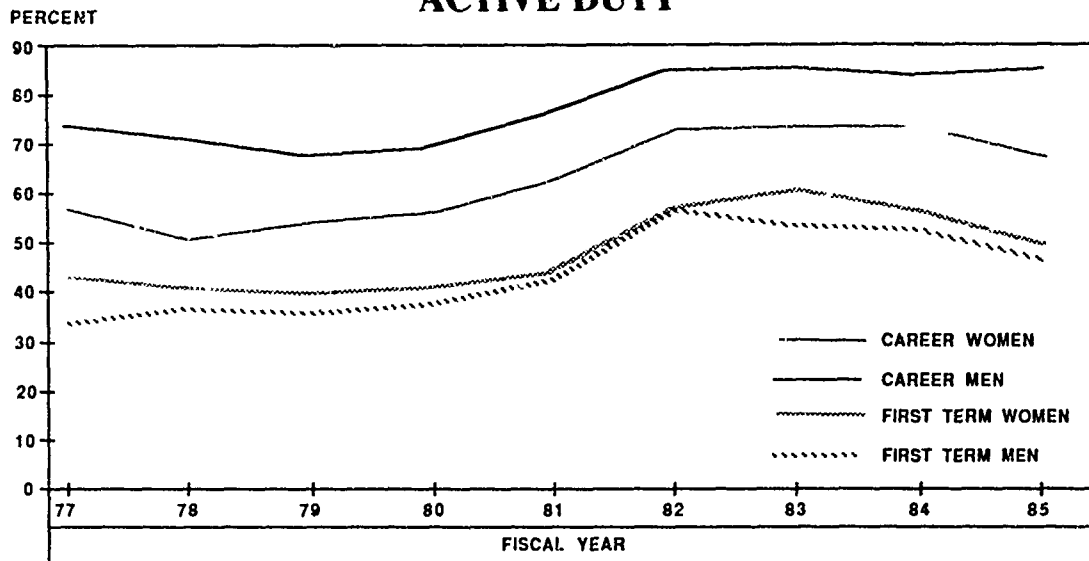
Enlisted members enter the military under specified terms of enlistment. They remain on duty by fulfilling their obligation and then reenlisting or extending. A reenlistment or extension represents a commitment to remain on duty for a specified period. Reenlistment is a privilege that is granted, like promotion, based upon component needs and the member's demonstrated manner of performance.

Reenlistment objectives are a fundamental component of the enlisted management program for the active forces. The historic rates of reenlistment are calculated by dividing the number of reenlistees by

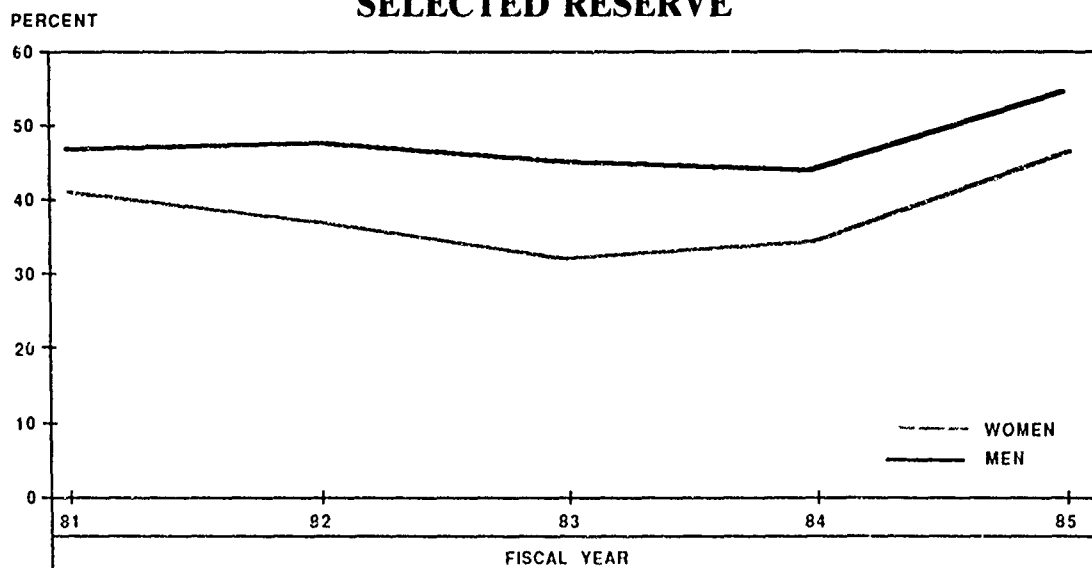
the number of eligibles over a specified period of time.

Reenlistment data presented on the Selected Reserve is displayed as a percentage factor and is based on the total number of reenlistments and extensions divided by adjusted losses (total losses less deaths and losses to officer status) for a fiscal year period. Unlike reenlistment rates, this ratio is not adjusted for such factors as reenlistment eligibility, but it does provide a constant comparison of reenlistment/extension rates between male and female component members.

DoD ACTIVE DUTY



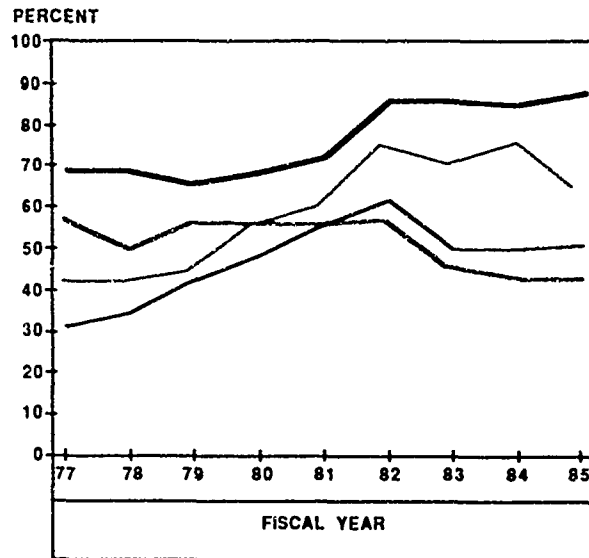
DoD SELECTED RESERVE



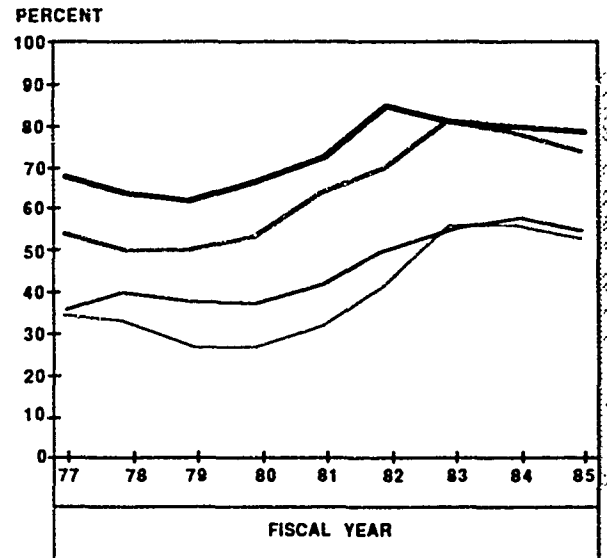
Note: Selected Reserve Reenlistment Data is not categorized by career & first term.

ACTIVE DUTY REENLISTMENT RATES

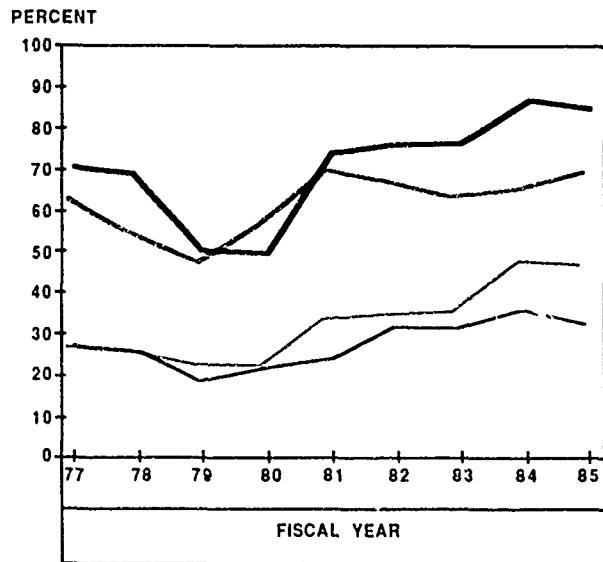
ARMY



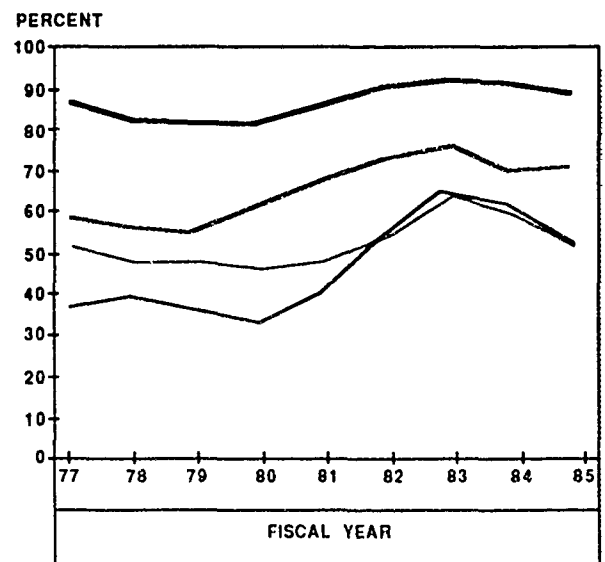
NAVY



MARINE CORPS



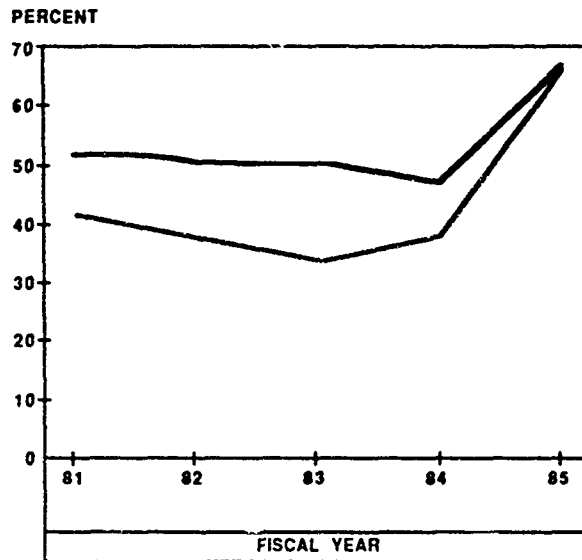
AIR FORCE



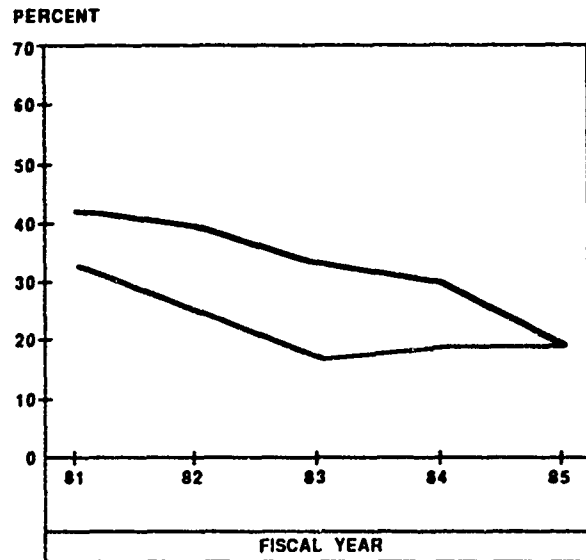
— CAREER WOMEN
 — CAREER MEN
 — FIRST TERM WOMEN
 — FIRST TERM MEN

SELECTED RESERVE REENLISTMENT RATES

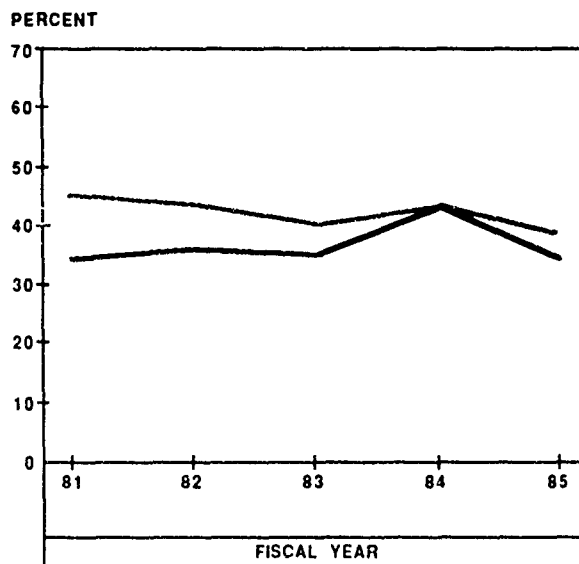
ARMY NATIONAL GUARD



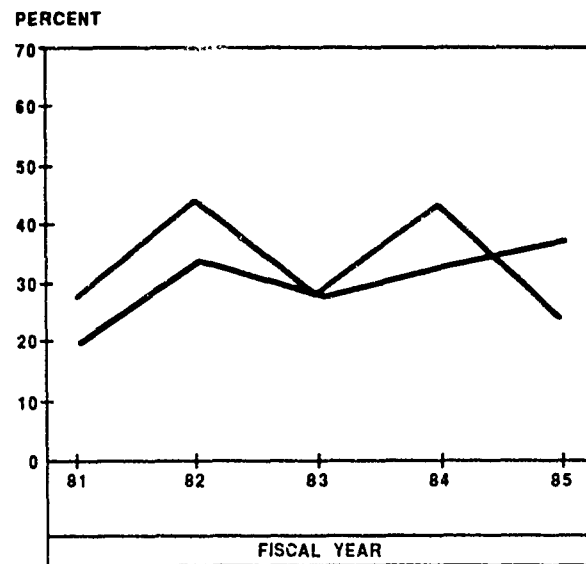
ARMY RESERVE



NAVAL RESERVE



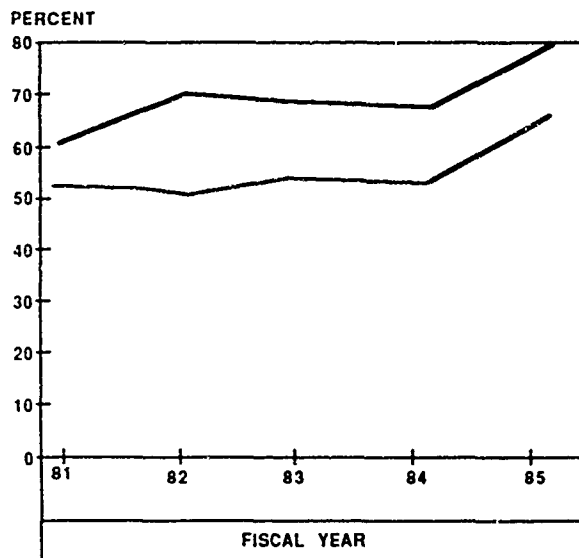
MARINE CORPS RESERVE



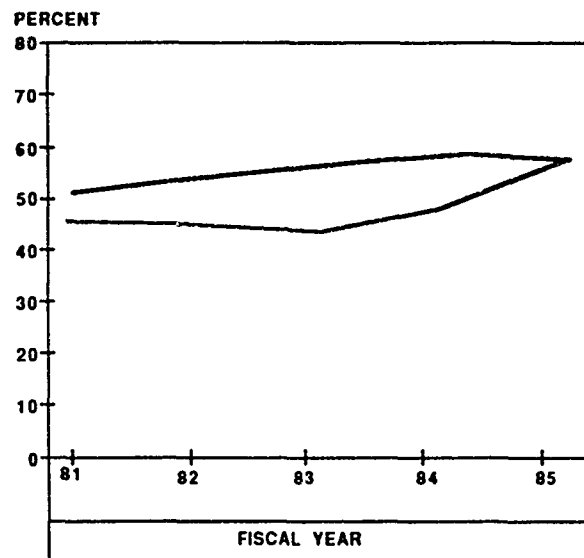
— WOMEN
— MEN

SELECTED RESERVE REENLISTMENT RATES

AIR NATIONAL GUARD



AIR FORCE RESERVE



— WOMEN
- - - MEN

TIME-IN-SERVICE (TIS) AT PROMOTION

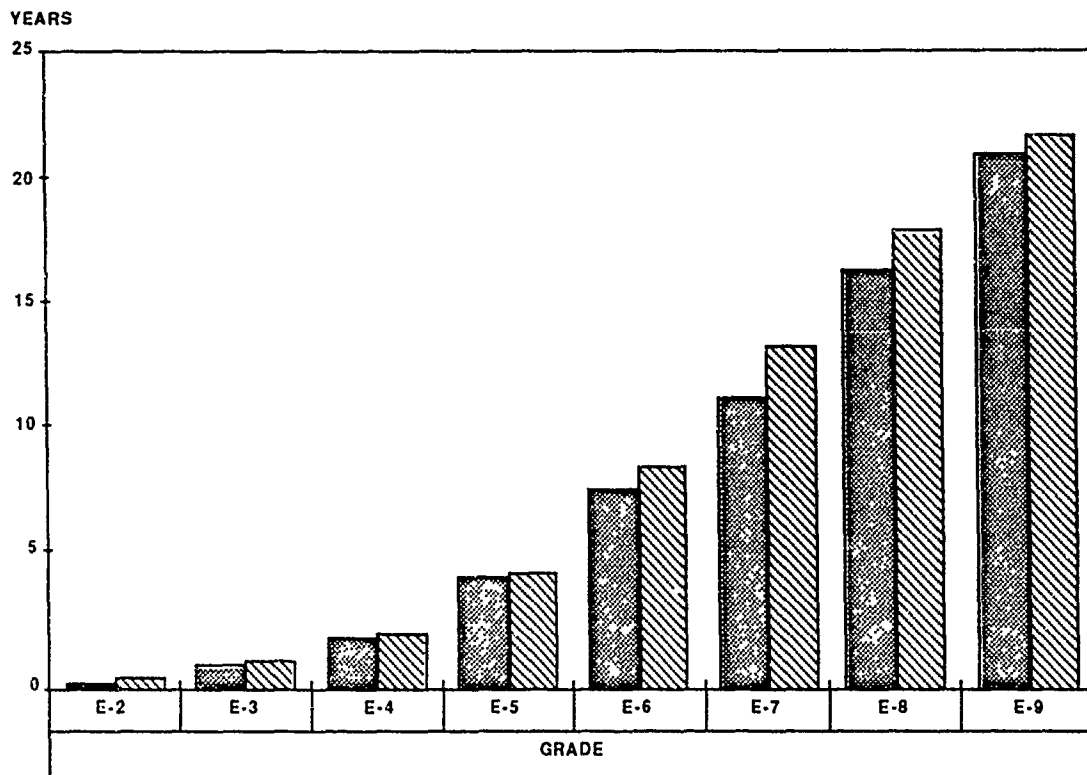
Service promotion policies are based upon a variety of factors. These include: inventory status (by grade, specialty, or experience level), resource constraints, and legislative or Defense guidance. Selection of eligible individuals for promotion is based upon manner

of duty performance and demonstrated potential for acceptance of higher responsibility.

Seperate promotion data on the National Guard and Reserves are not currently compiled.

AVERAGE TIME IN SERVICE WHEN PROMOTED DURING FY 1985

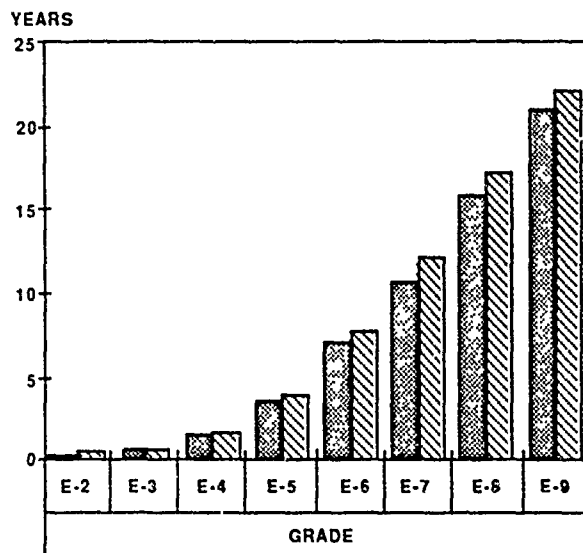
DoD ACTIVE DUTY



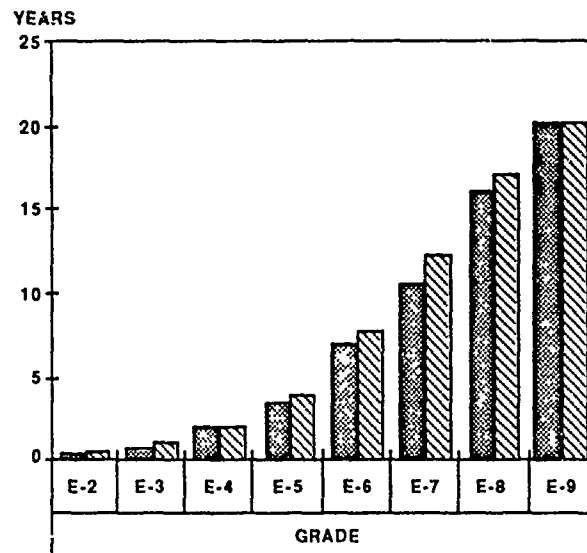
WOMEN
MEN

TIS AT PROMOTION DURING FY 85

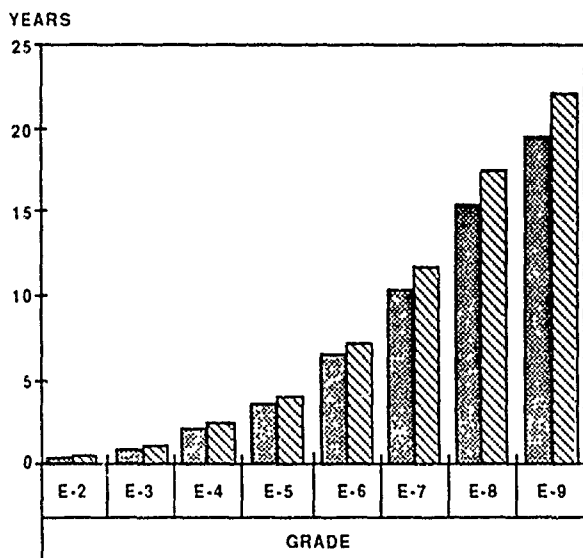
ARMY



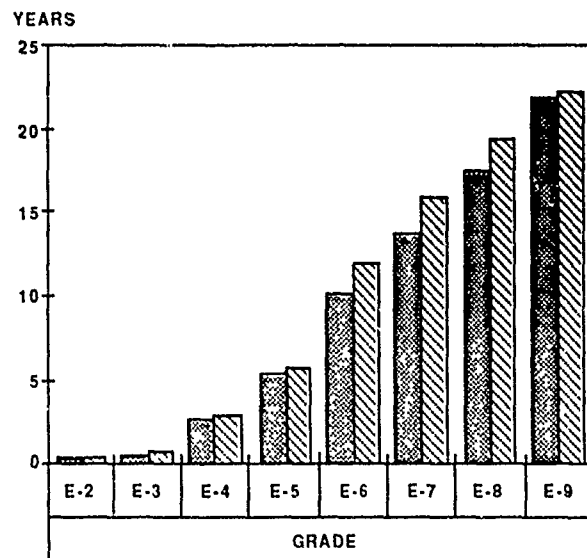
NAVY



MARINE CORPS



AIR FORCE



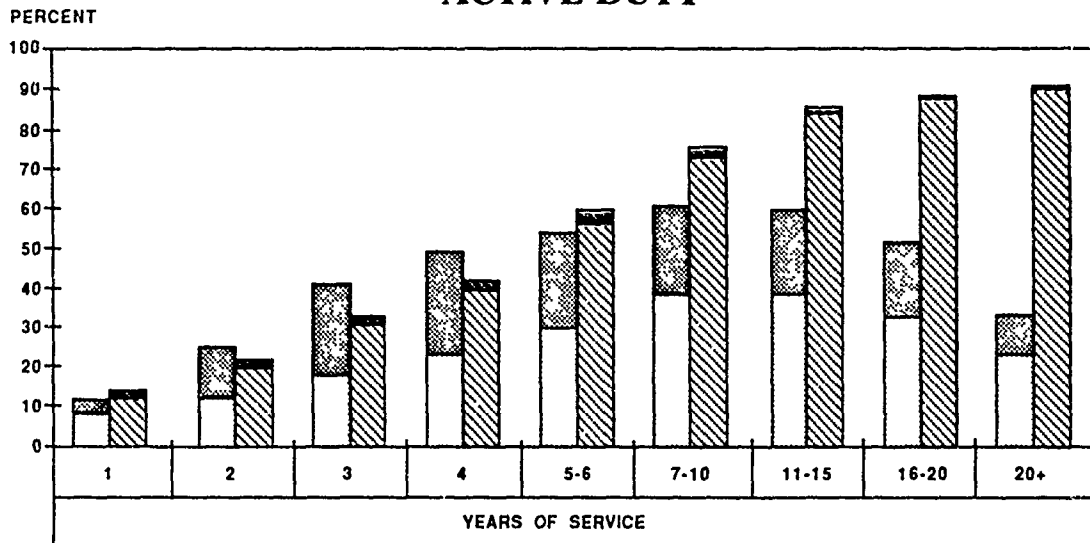
WOMEN
 MEN

ENLISTED PERSONNEL PERCENT MARRIED BY YEAR OF SERVICE

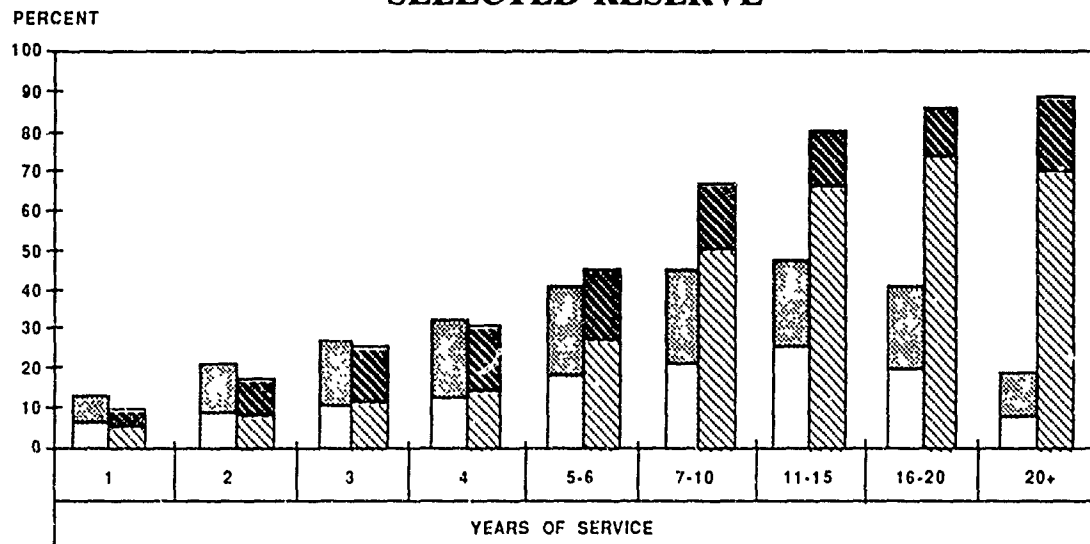
These charts compare the relative percentages of married service members by year of service, and also

compare the percentages of those married with dependents.

DoD ACTIVE DUTY



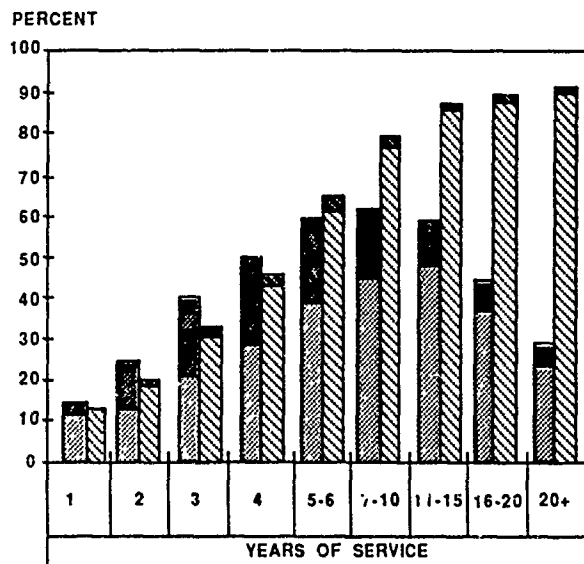
DoD SELECTED RESERVE



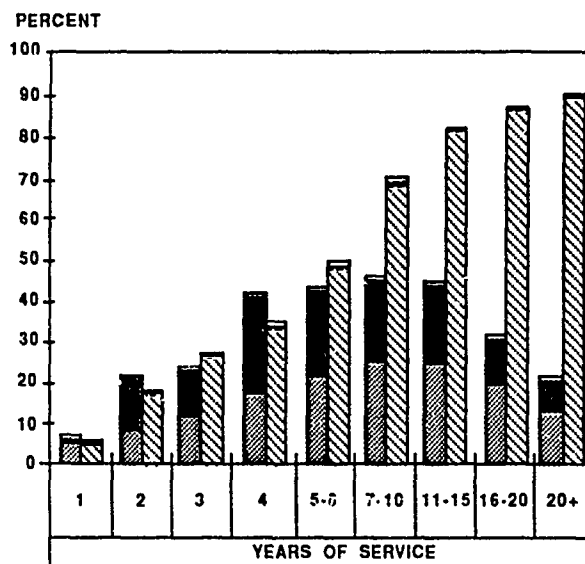
FEMALE MARRIED
 FEMALE MARRIED WITH DEPENDENTS
 MALE MARRIED
 MALE MARRIED WITH DEPENDENTS

ACTIVE DUTY ENLISTED PERSONNEL PERCENT MARRIED BY YEAR OF SERVICE

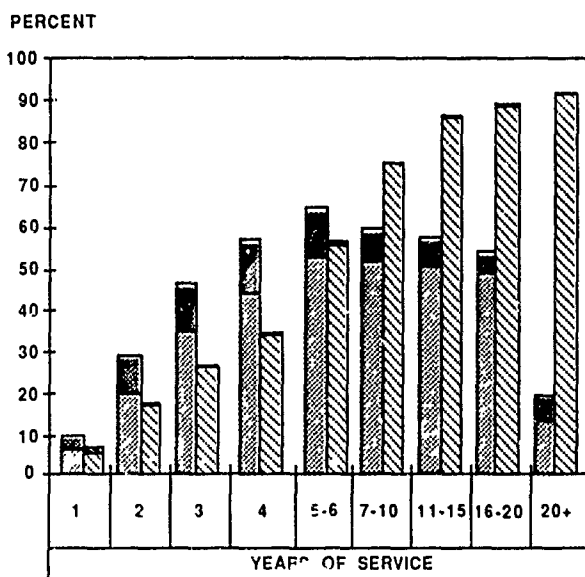
ARMY



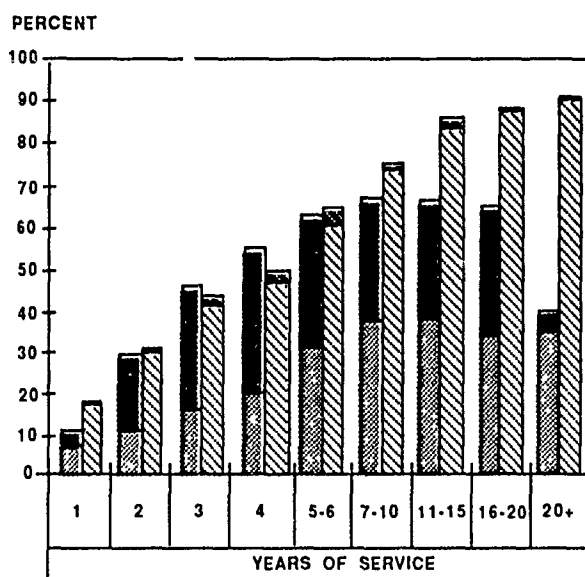
NAVY



MARINE CORPS



AIR FORCE

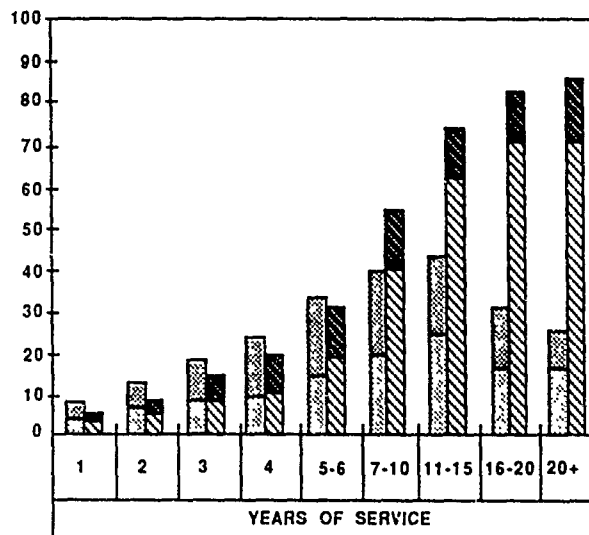


[White Box] FEMALE MARRIED
 [Horizontal Lines Box] FEMALE MARRIED WITH DEPENDENTS
 [Solid Black Box] MALE MARRIED
 [Diagonal Lines Box] MALE MARRIED WITH DEPENDENTS

SELECTED RESERVE ENLISTED PERSONNEL PERCENT MARRIED BY YEAR OF SERVICE

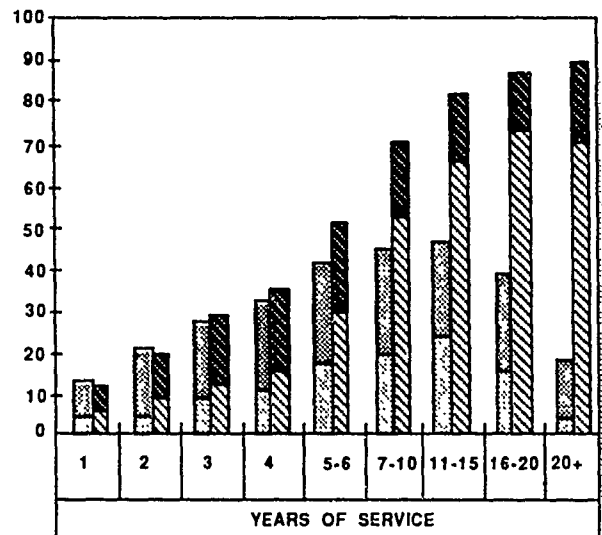
ARMY NATIONAL GUARD

PERCENT



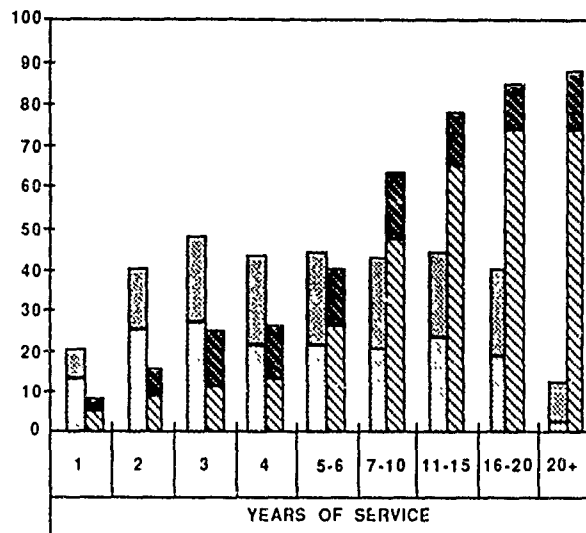
ARMY RESERVE

PERCENT



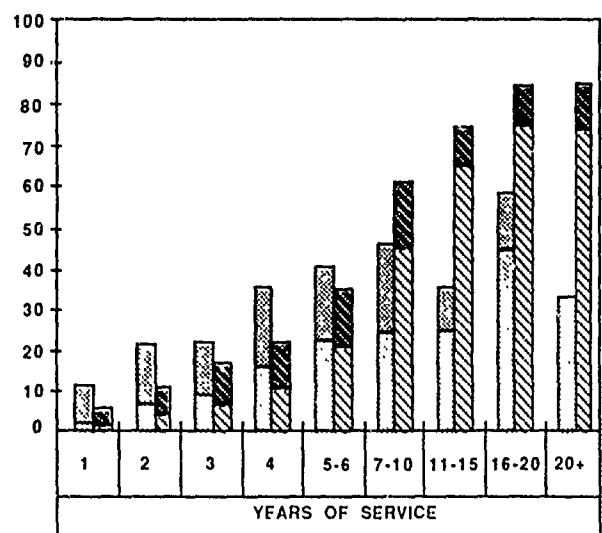
NAVAL RESERVE

PERCENT



MARINE CORPS RESERVE

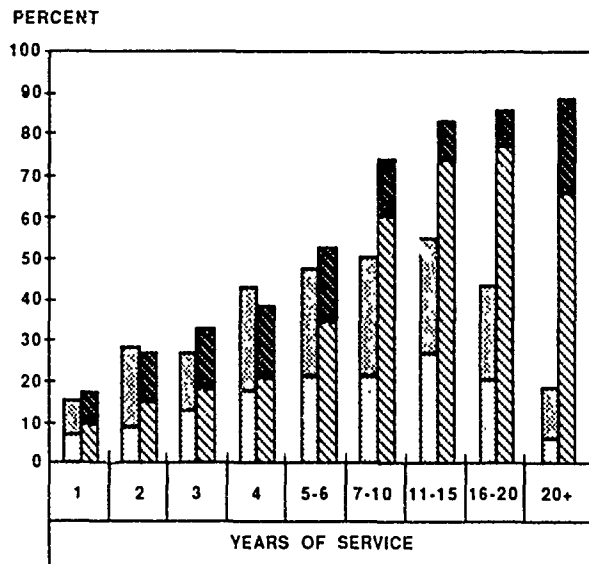
PERCENT



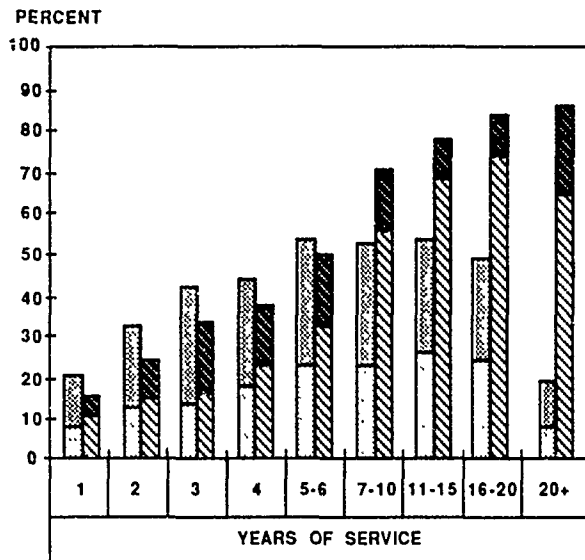
■ FEMALE MARRIED
 ■ FEMALE MARRIED WITH DEPENDENTS
 ■ MALE MARRIED
 ■ MALE MARRIED WITH DEPENDENTS

SELECTED RESERVE ENLISTED PERSONNEL PERCENT MARRIED BY YEAR OF SERVICE

AIR NATIONAL GUARD



AIR FORCE RESERVE



[Dotted] FEMALE MARRIED
 [White] FEMALE MARRIED WITH DEPENDENTS
 [Diagonal] MALE MARRIED
 [Solid Black] MALE MARRIED WITH DEPENDENTS



SECTION III

MINORITY WOMEN

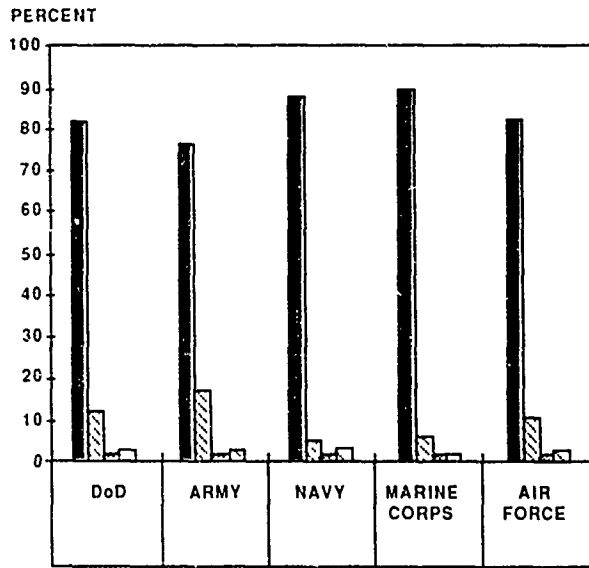
MINORITY WOMEN

This section displays the data on minority women. The graphics are designed to show differences among Race/Ethnic Groups. Officer and enlisted women are shown on separate charts. The "Other" category in-

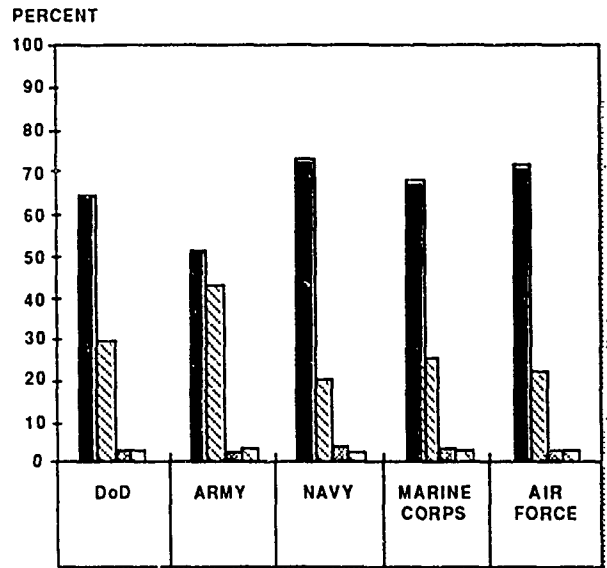
cludes the following race/ethnic groups: Asian/Pacific Islander, American Indian/Alaskan Native, and Unknown.

ACTIVE DUTY

OFFICER WOMEN

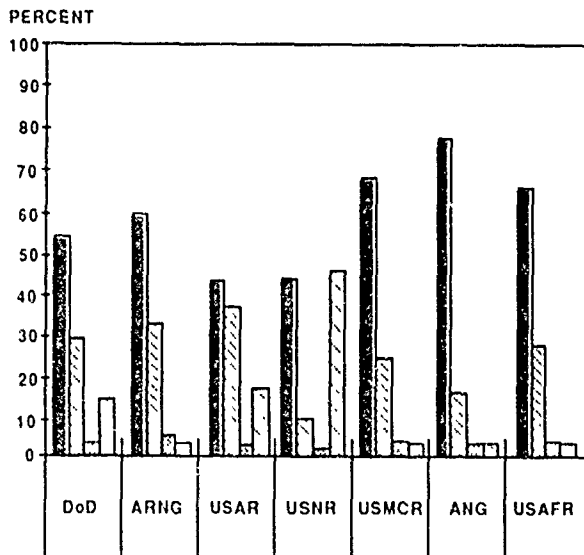


ENLISTED WOMEN

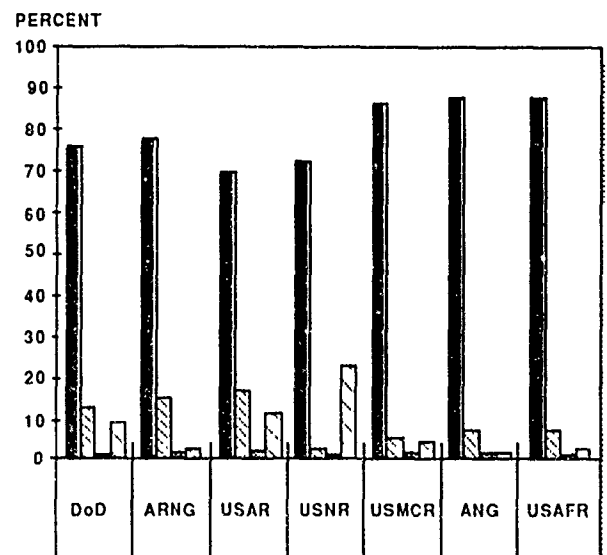


SELECTED RESERVE

OFFICER WOMEN



ENLISTED WOMEN



WHITE
 BLACK
 HISPANIC
 OTHER

OFFICER WOMEN RACE/ETHNIC GROUP DISTRIBUTION SEPTEMBER 1985

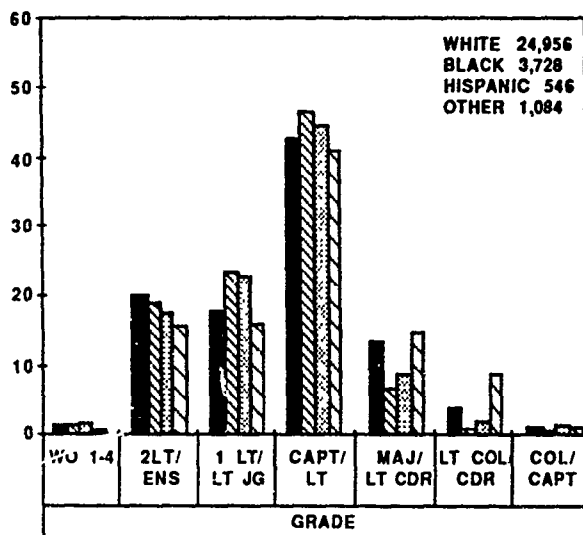
BY GRADE

DoD

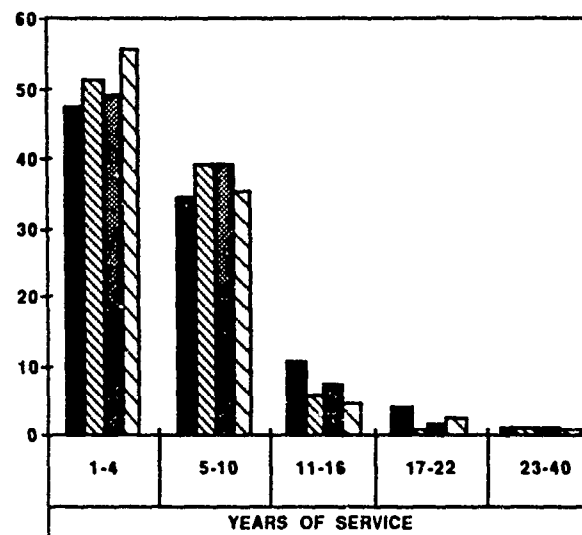
BY YEAR OF SERVICE

ACTIVE DUTY

PERCENT



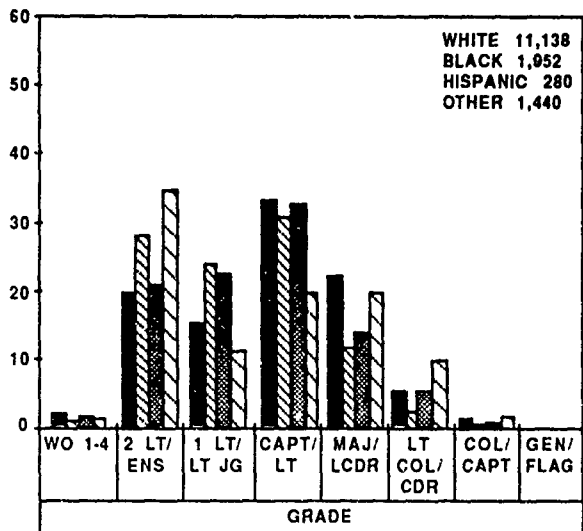
PERCENT



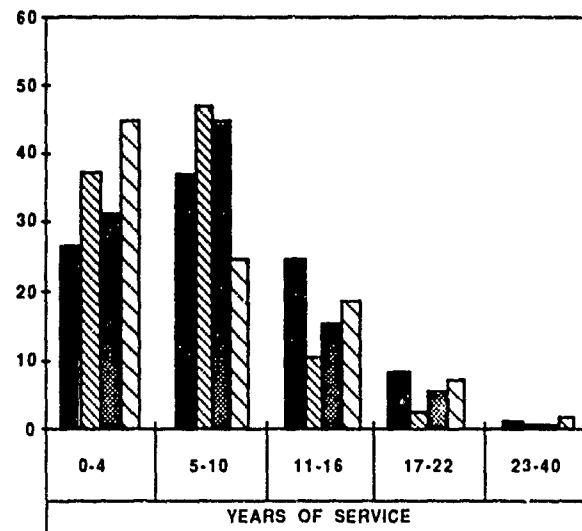
DoD

SELECTED RESERVE

PERCENT



PERCENT



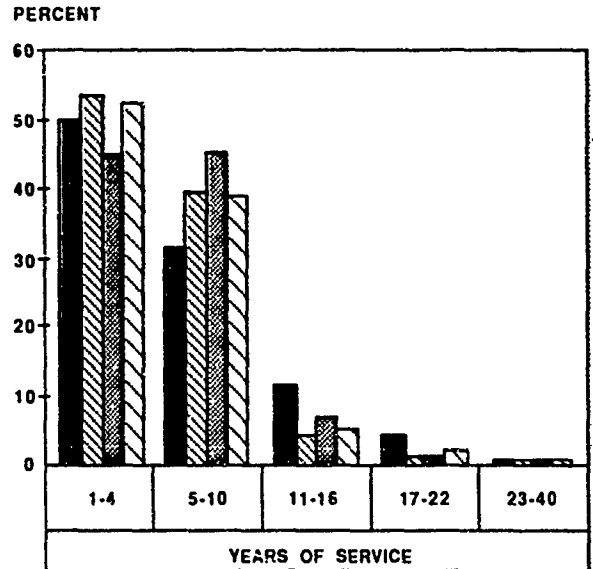
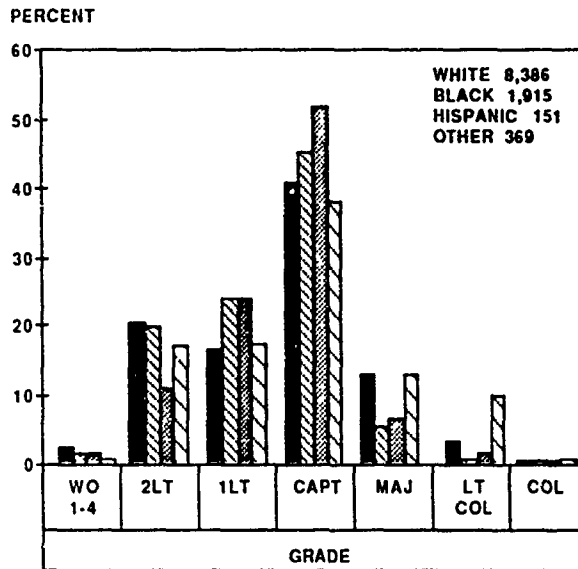
WHITE
BLACK
HISPANIC
OTHER

ACTIVE DUTY OFFICER WOMEN RACE/ETHNIC GROUP DISTRIBUTION

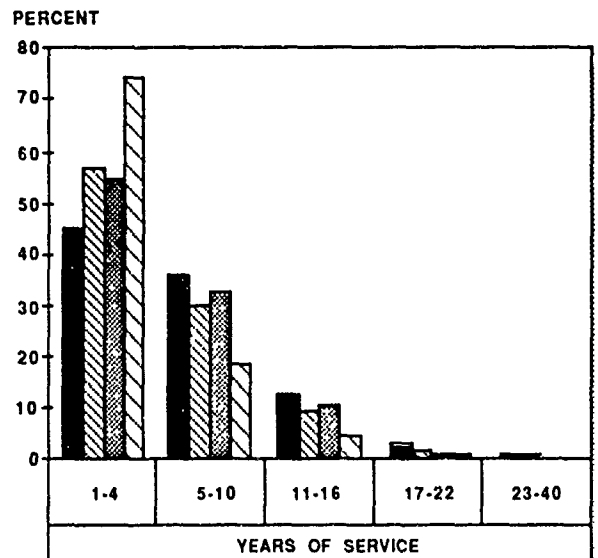
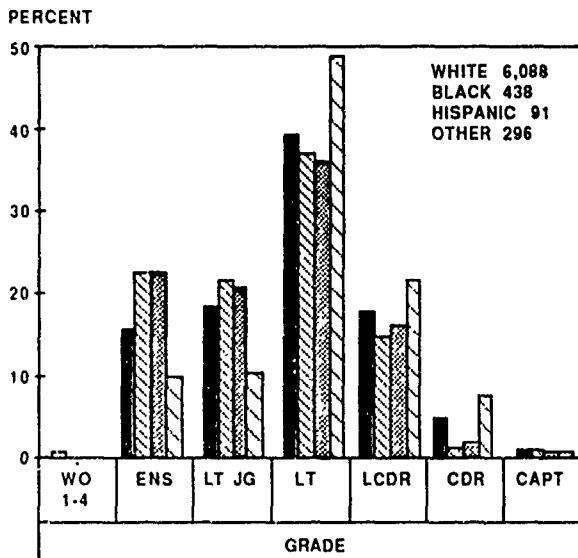
BY GRADE

BY YEAR OF SERVICE

ARMY



NAVY



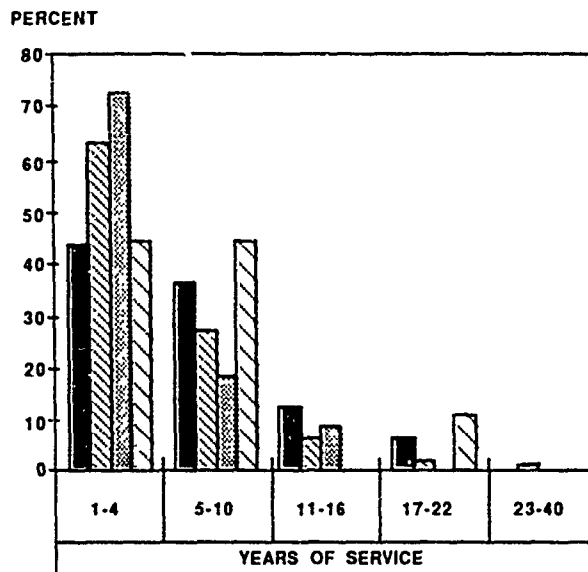
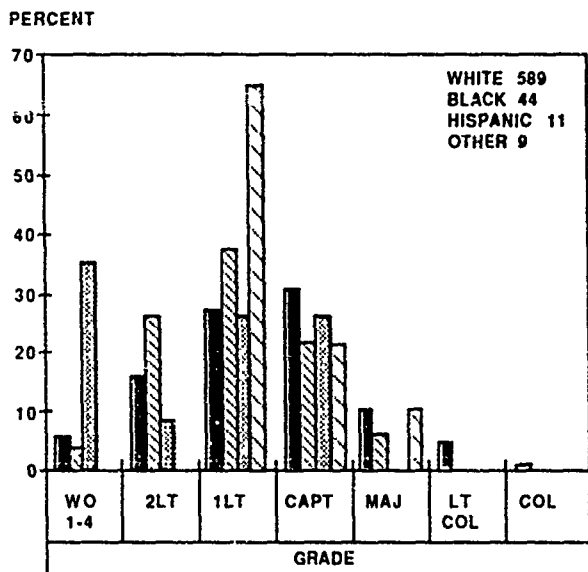
■ WHITE
 ▨ BLACK
 ▩ HISPANIC
 ▤ OTHER

ACTIVE DUTY OFFICER WOMEN RACE/ETHNIC GROUP DISTRIBUTION

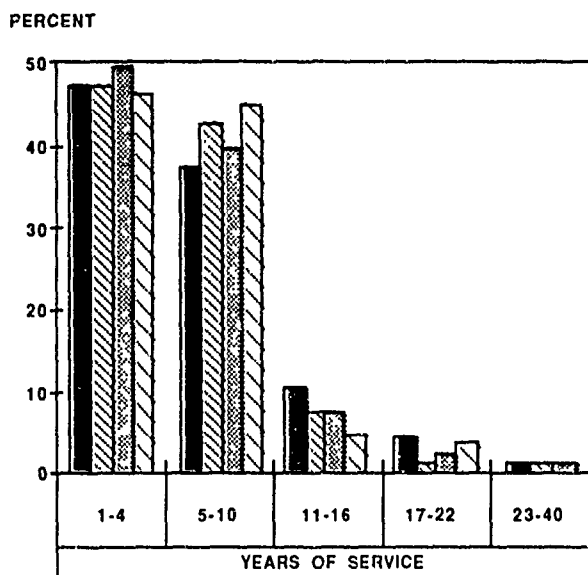
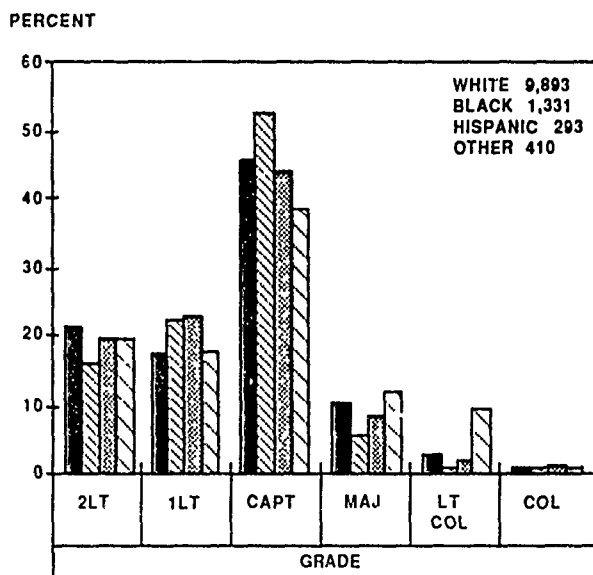
BY GRADE

BY YEAR OF SERVICE

MARINE CORPS



AIR FORCE



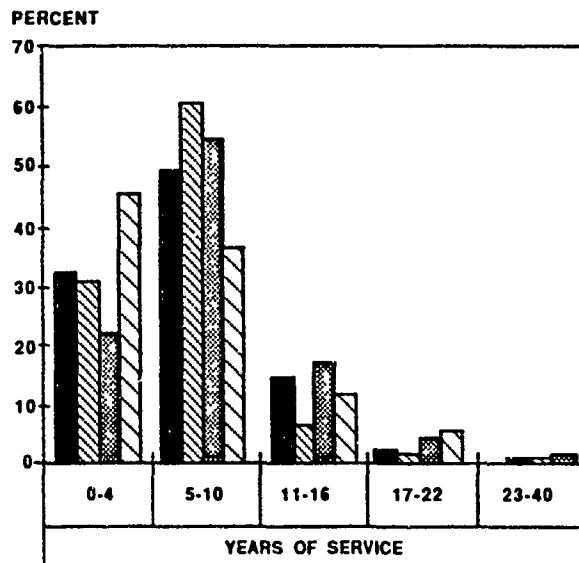
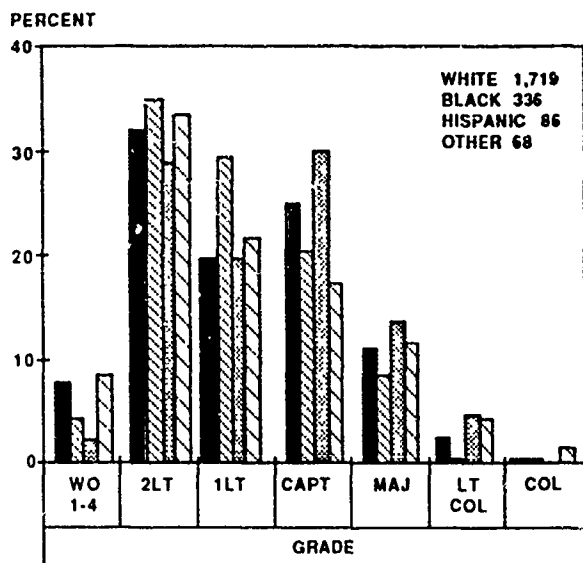
WHITE
BLACK
HISPANIC
OTHER

SELECTED RESERVE OFFICER WOMEN RACE/ETHNIC GROUP DISTRIBUTION

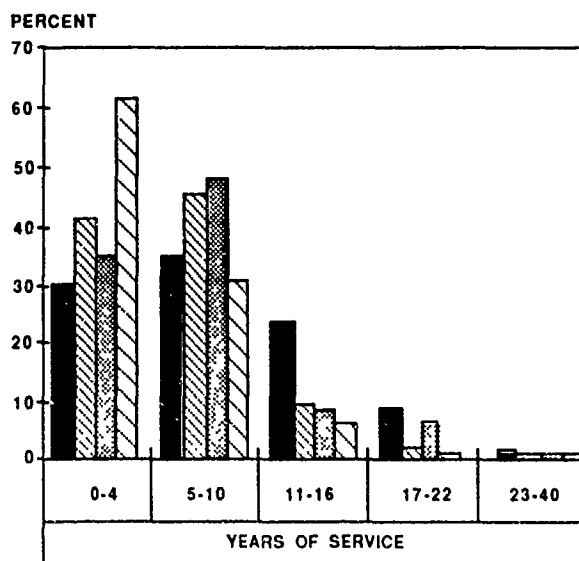
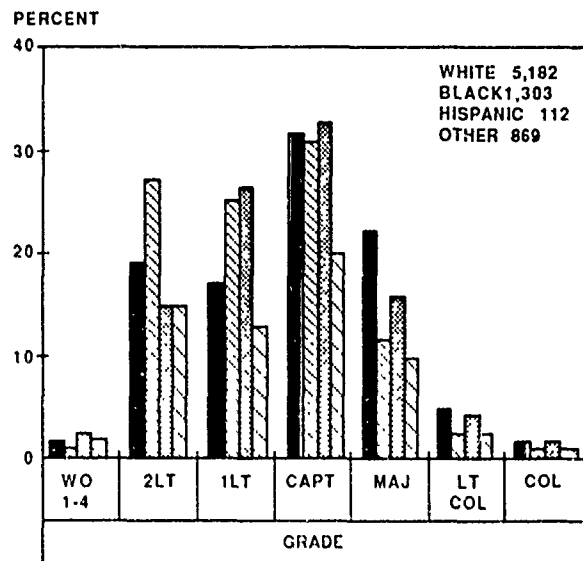
BY GRADE

BY YEAR OF SERVICE

ARMY NATIONAL GUARD



ARMY RESERVE



■ WHITE
 ■ BLACK
 ■ HISPANIC
 ■ OTHER

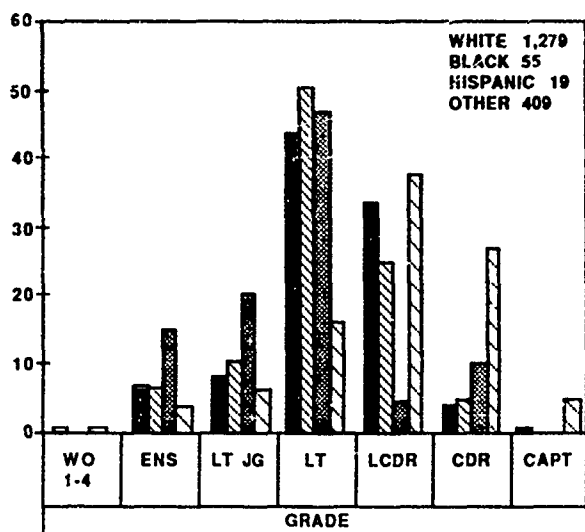
SELECTED RESERVE OFFICER WOMEN RACE/ETHNIC GROUP DISTRIBUTION

BY GRADE

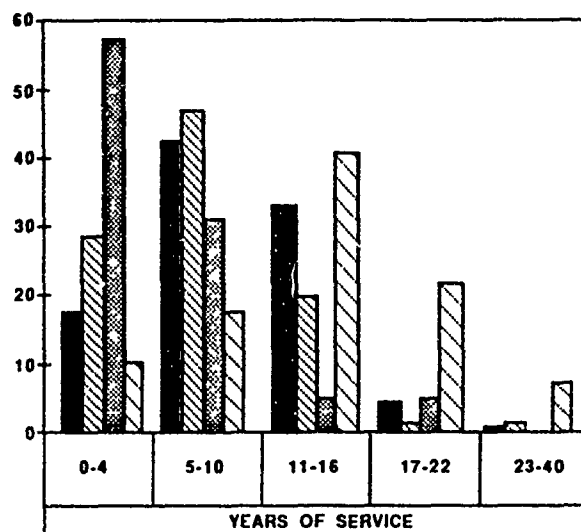
BY YEAR OF SERVICE

NAVAL RESERVE

PERCENT

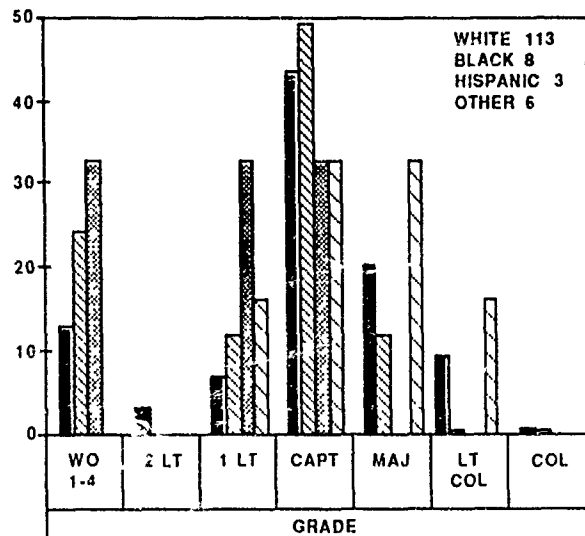


PERCENT

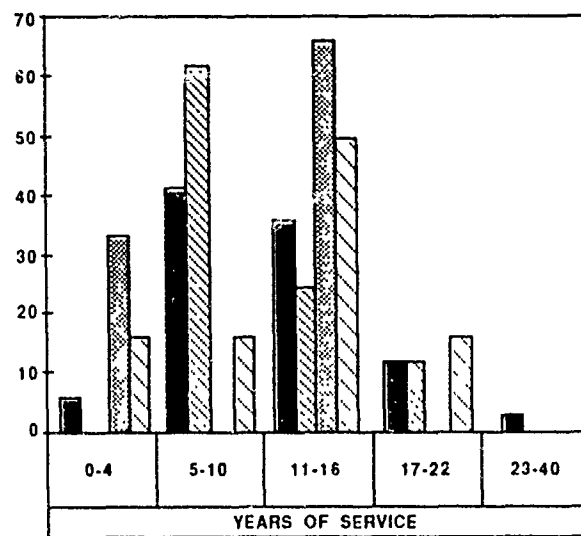


MARINE CORPS RESERVE

PERCENT



PERCENT



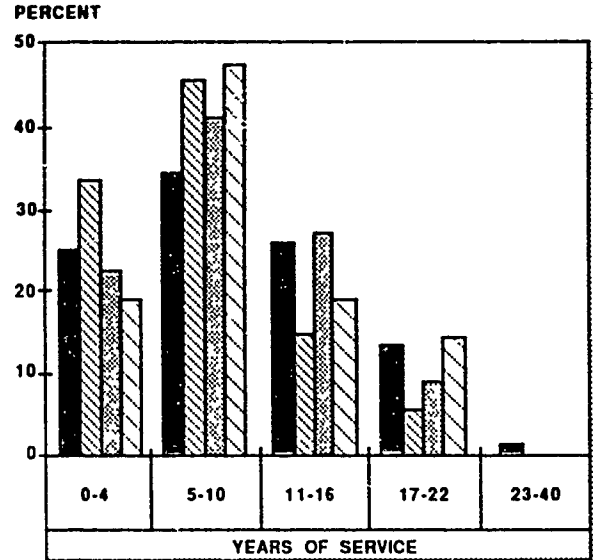
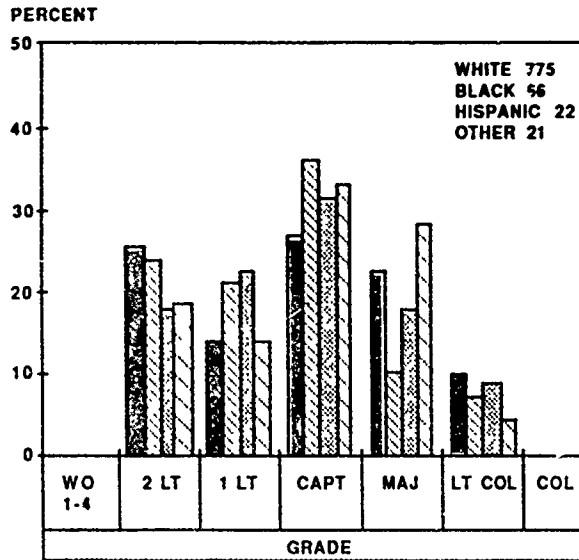
■ WHITE
 ▨ BLACK
 ▩ HISPANIC
 ▤ OTHER

SELECTED RESERVE OFFICER WOMEN RACE/ETHNIC GROUP DISTRIBUTION

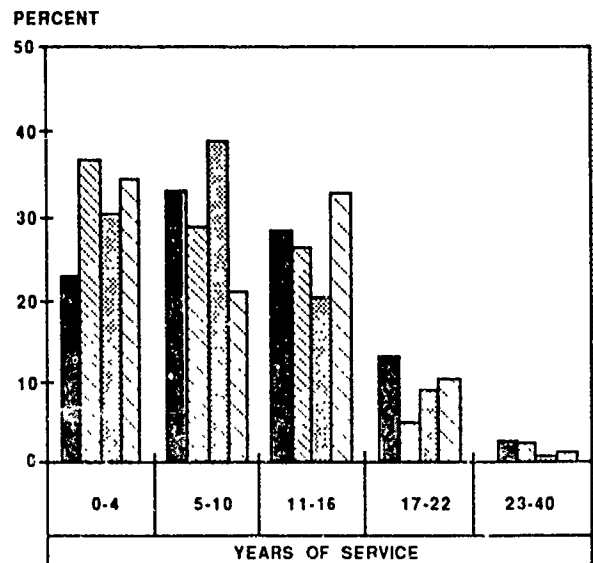
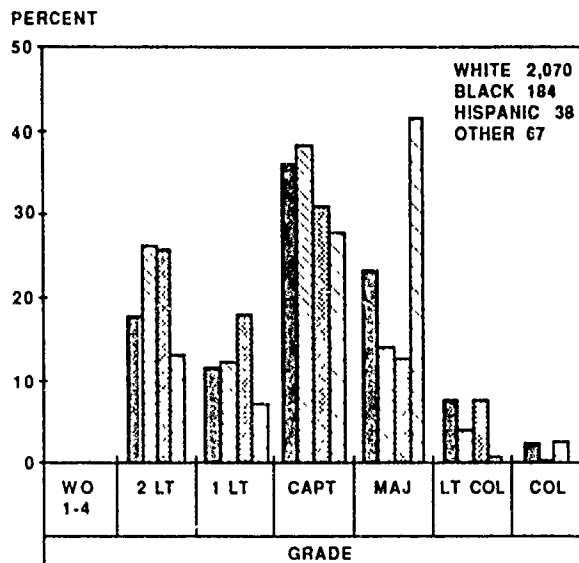
BY GRADE

BY YEAR OF SERVICE

AIR NATIONAL GUARD



AIR FORCE RESERVE



WHITE
BLACK
HISPANIC
OTHER

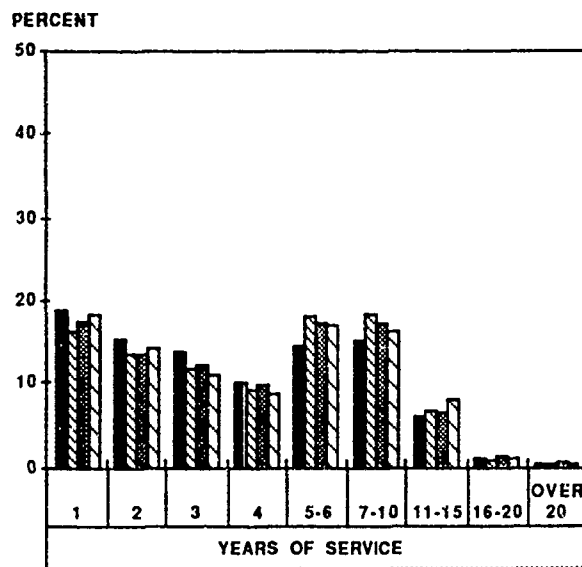
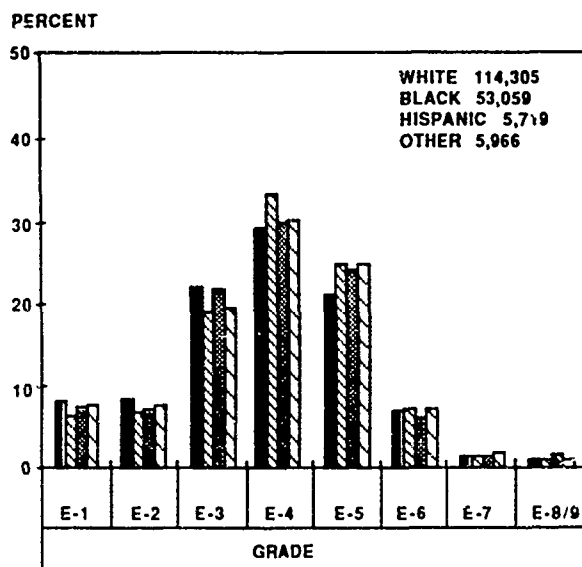
ENLISTED WOMEN BY GRADE AND YEAR OF SERVICE

RACE/ETHNIC GROUP DISTRIBUTION

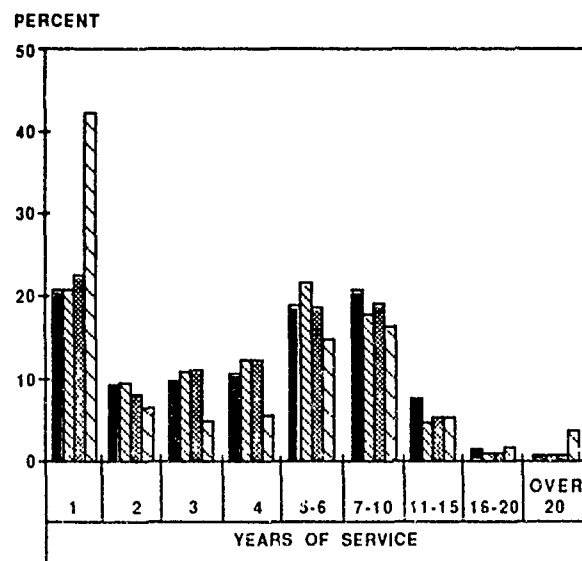
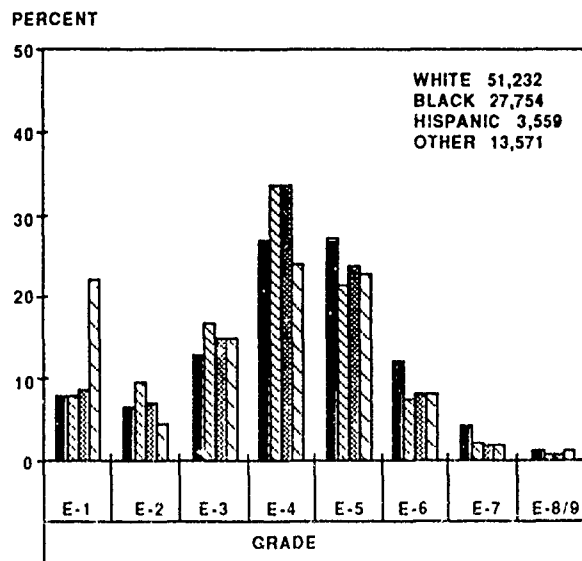
BY GRADE

BY YEAR OF SERVICE

DoD ACTIVE DUTY



DoD SELECTED RESERVE



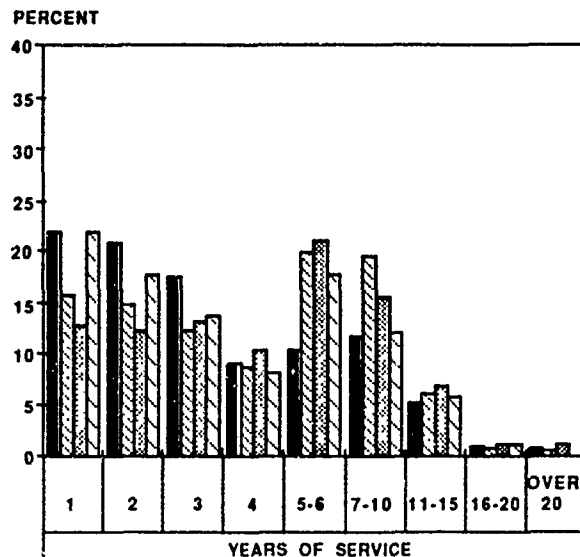
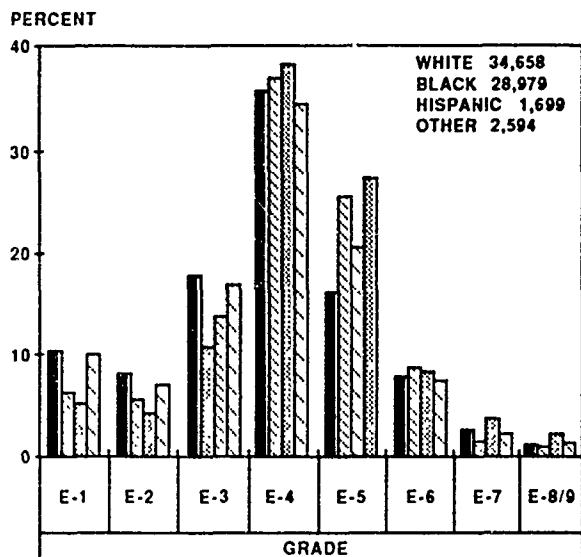
■ WHITE
 ▨ BLACK
 ▩ HISPANIC
 ▤ OTHER

ACTIVE DUTY ENLISTED WOMEN RACE/ETHNIC GROUP DISTRIBUTION

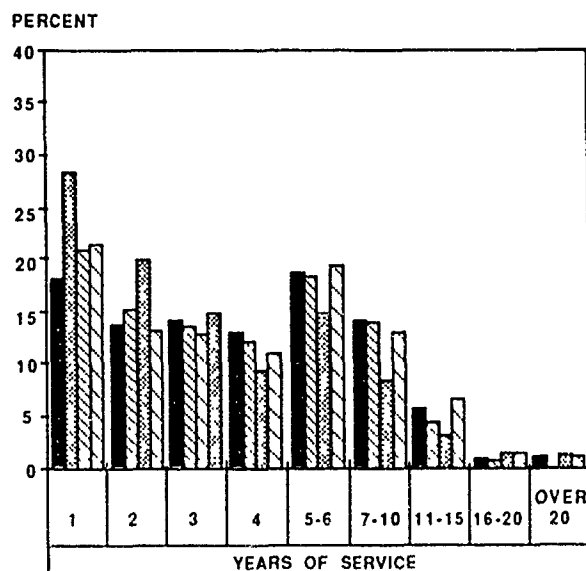
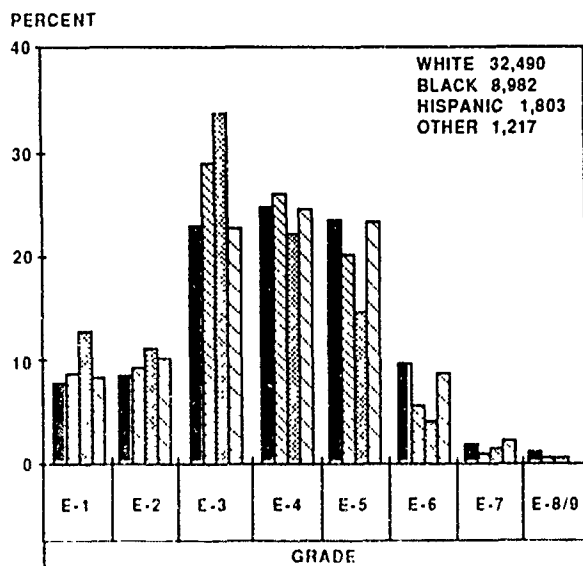
BY GRADE

BY YEAR OF SERVICE

ARMY



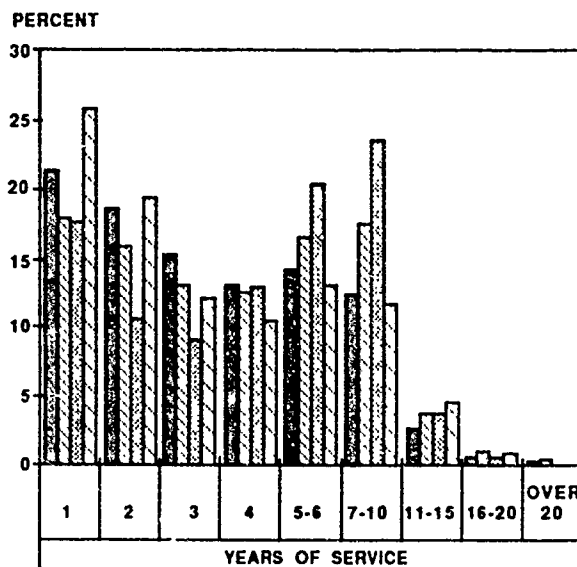
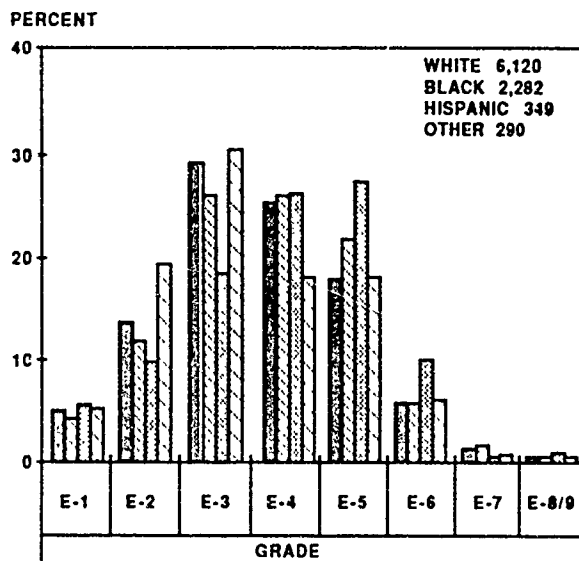
NAVY



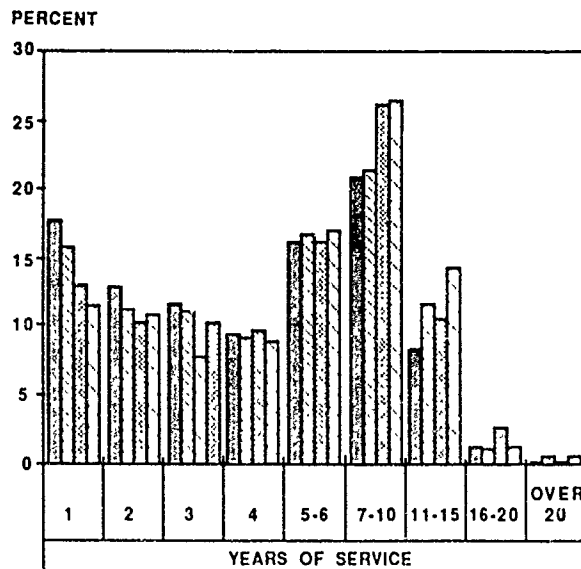
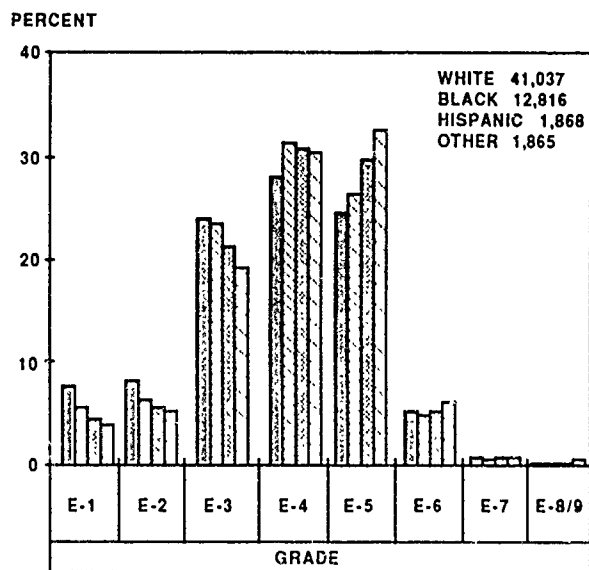
WHITE
 BLACK
 HISPANIC
 OTHER

ACTIVE DUTY ENLISTED WOMEN RACE/ETHNIC GROUP DISTRIBUTION

MARINE CORPS



AIR FORCE



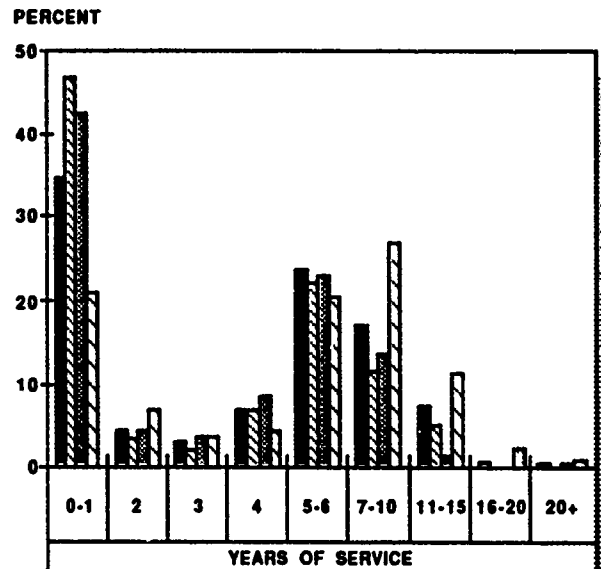
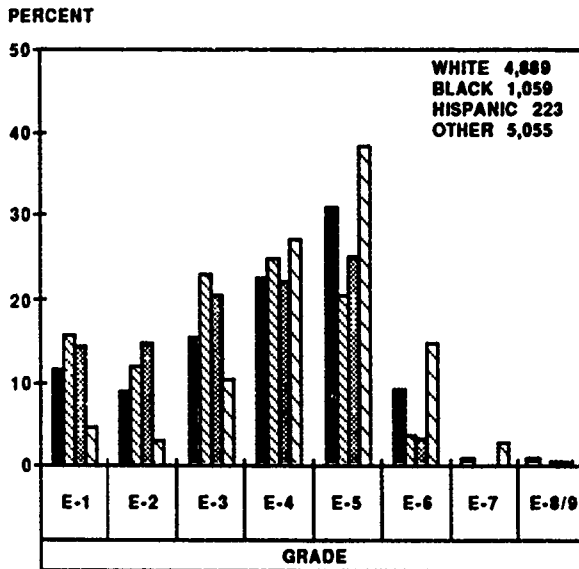
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 BLACK
 HISPANIC
 OTHER

SELECTED RESERVE ENLISTED WOMEN RACE/ETHNIC GROUP DISTRIBUTION

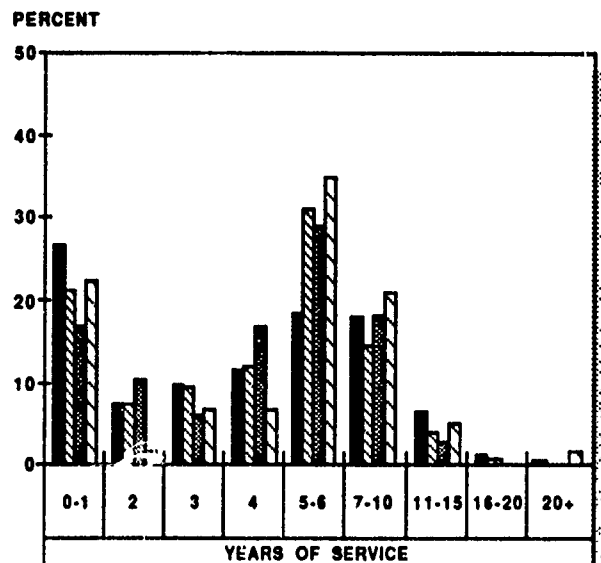
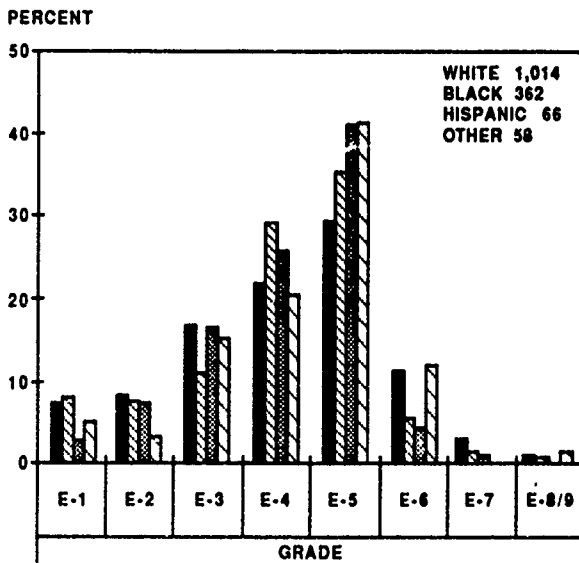
BY GRADE

BY YEAR OF SERVICE

NAVAL RESERVE



MARINE CORPS RESERVE



■ WHITE
 ▨ BLACK
 ▩ HISPANIC
 ▤ OTHER

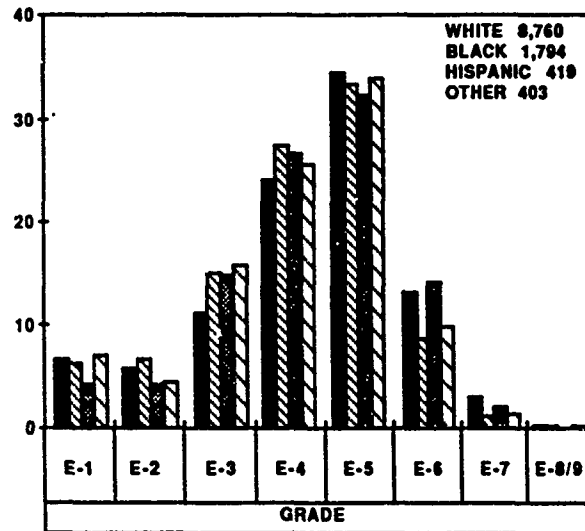
SELECTED RESERVE ENLISTED WOMEN RACE/ETHNIC GROUP DISTRIBUTION

BY GRADE

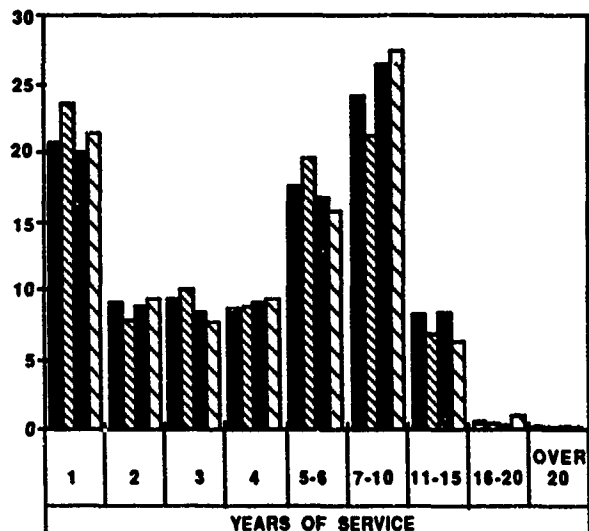
BY YEAR OF SERVICE

AIR NATIONAL GUARD

PERCENT

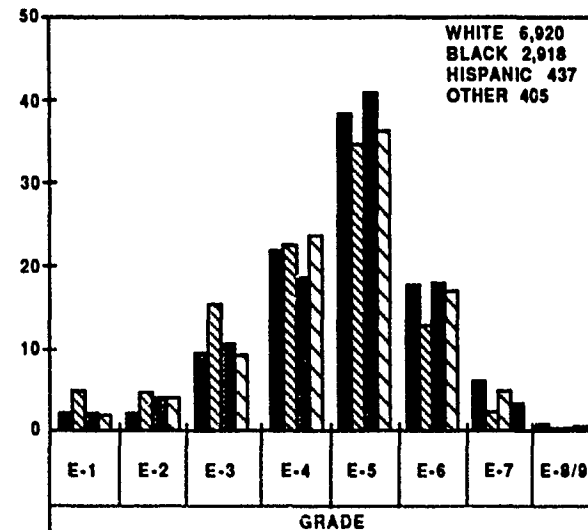


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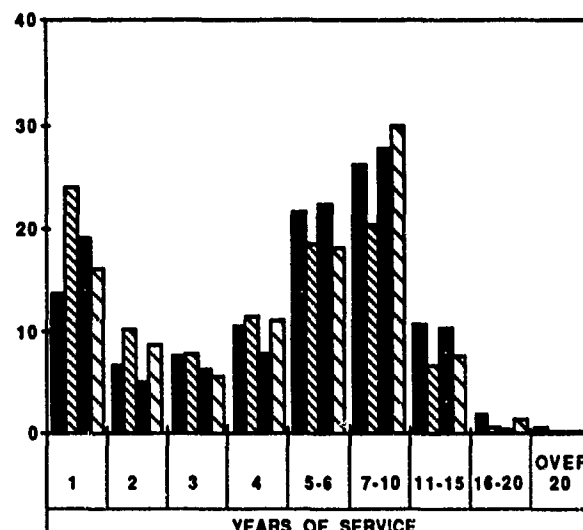


AIR FORCE RESERVE

PERCENT



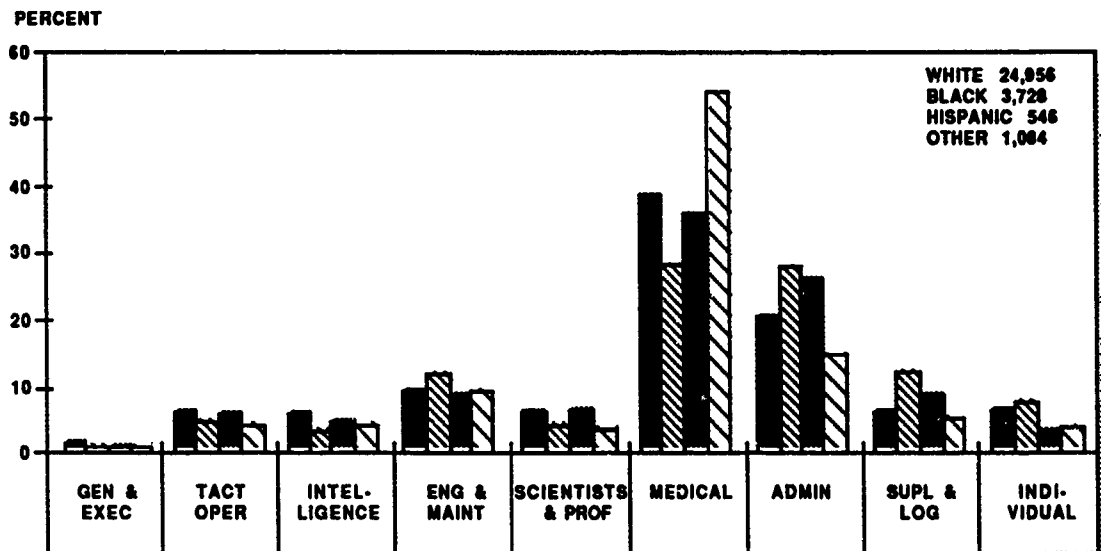
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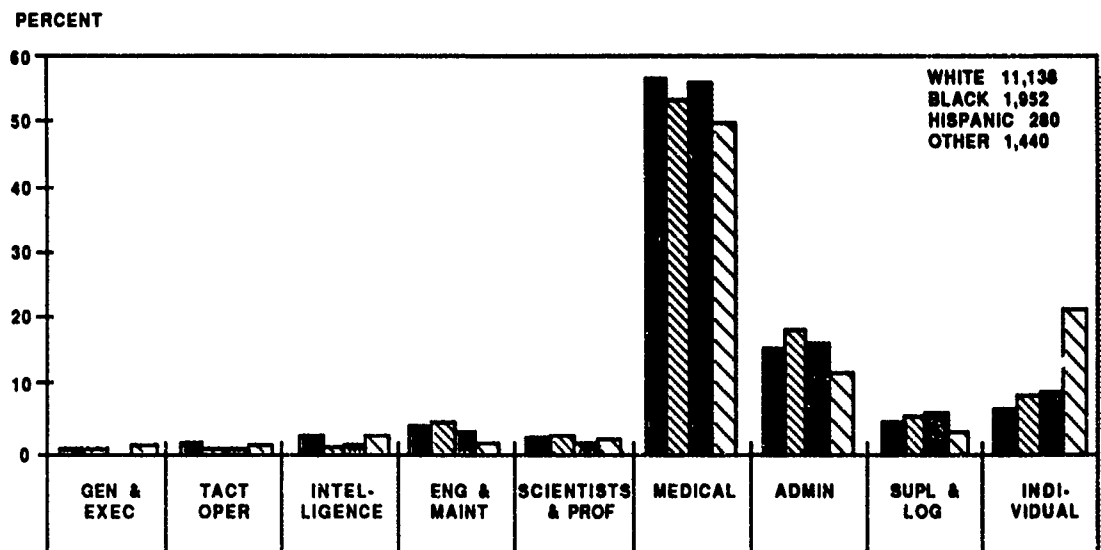
WHITE
BLACK
HISPANIC
OTHER

OFFICER WOMEN BY OCCUPATION RACE/ETHNIC GROUP DISTRIBUTION SEPTEMBER 1985

DoD ACTIVE DUTY



DoD SELECTED RESERVE

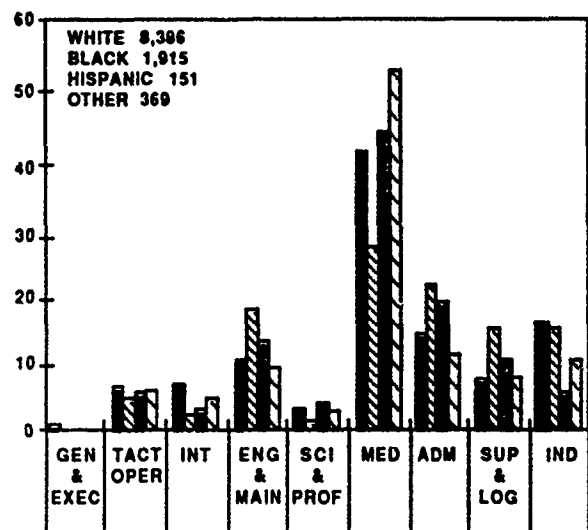


■ WHITE
 ▨ BLACK
 ▩ HISPANIC
 ▤ OTHER

ACTIVE DUTY OFFICER WOMEN BY OCCUPATION RACE/ETHNIC GROUP DISTRIBUTION

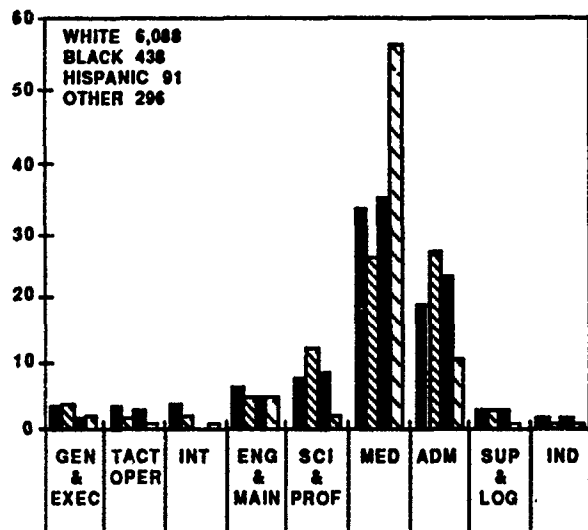
ARMY

PERCENT



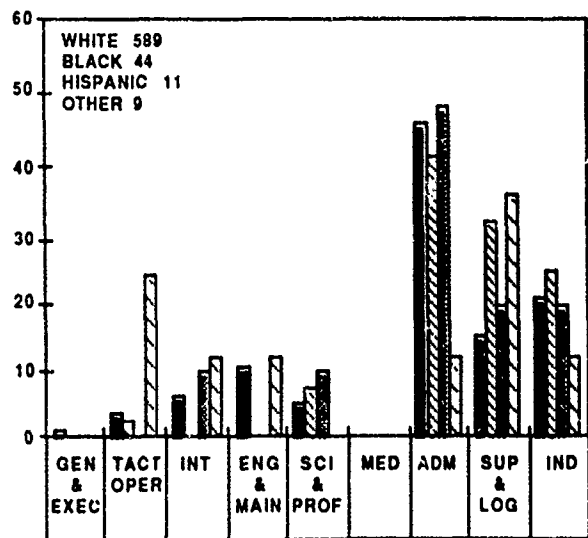
NAVY

PERCENT



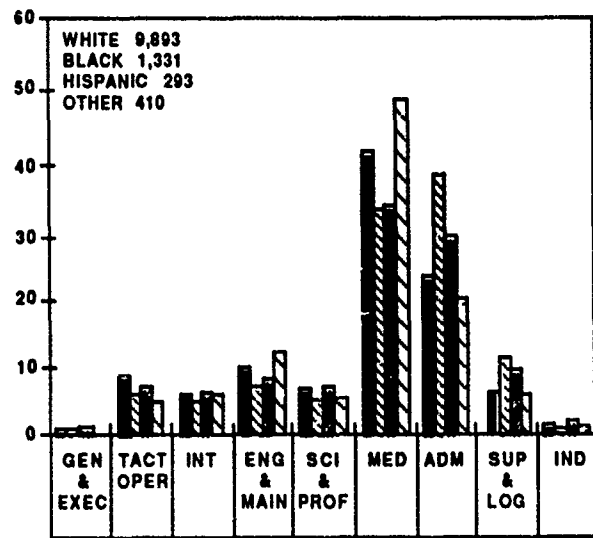
MARINE CORPS

PERCENT



AIR FORCE

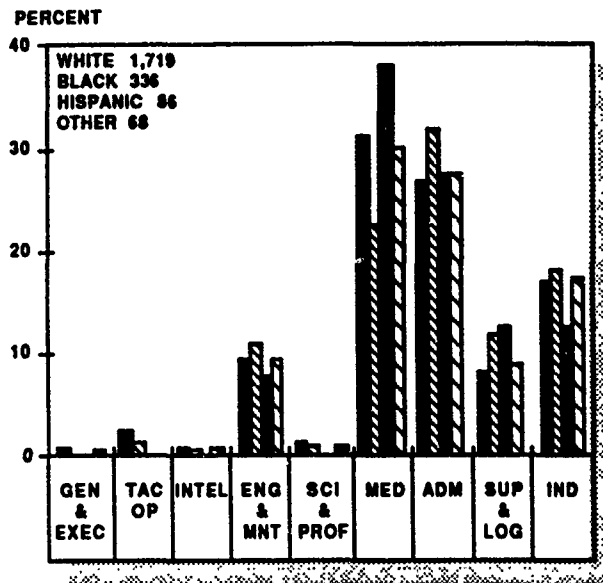
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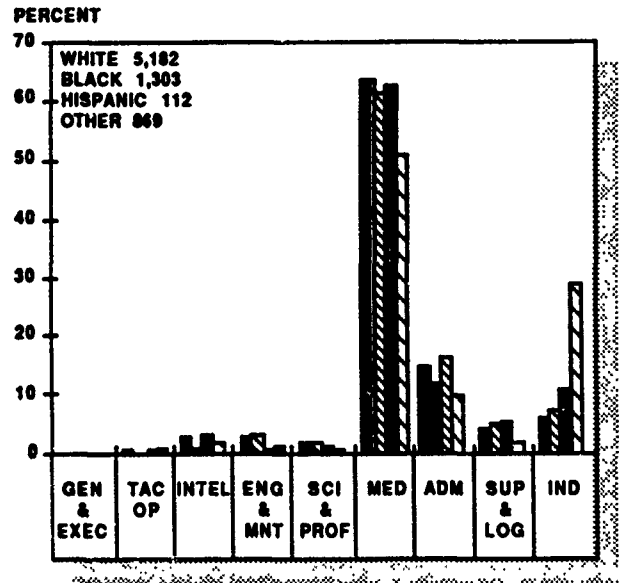
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BLACK
HISPANIC
OTHER

SELECTED RESERVE OFFICER WOMEN BY OCCUPATION RACE/ETHNIC GROUP DISTRIBUTION

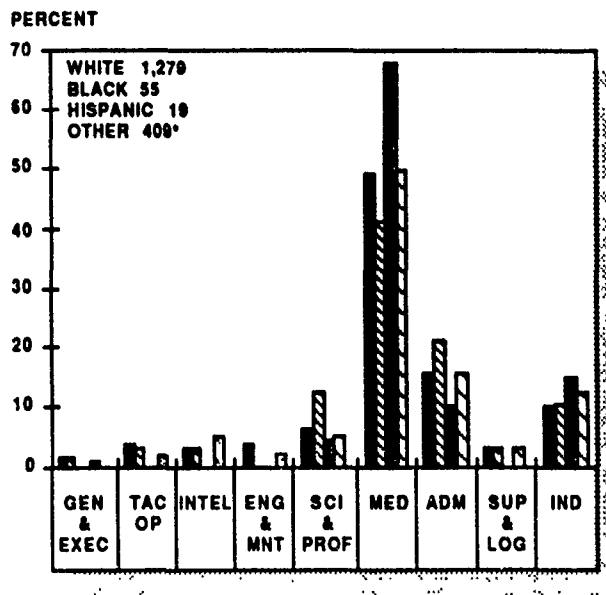
ARMY NATIONAL GUARD



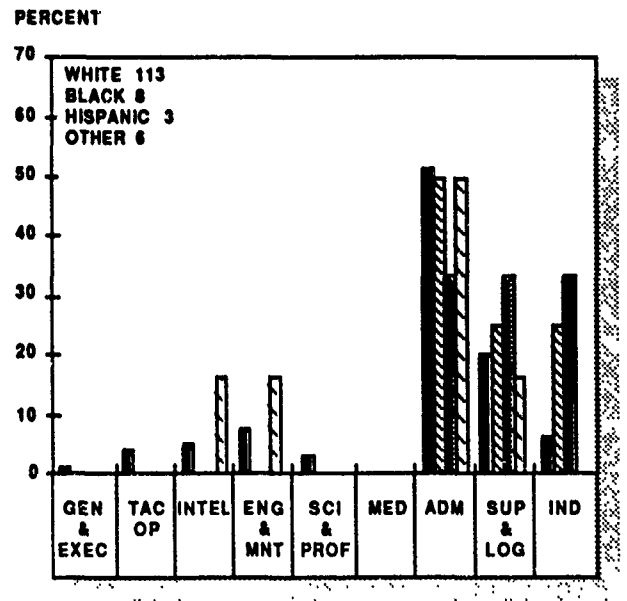
ARMY RESERVE



NAVAL RESERVE



MARINE CORPS RESERVE

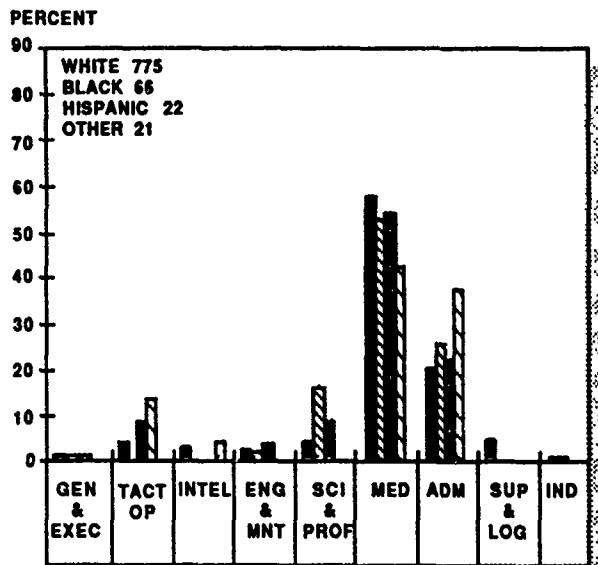


*INCLUDES HIGH PERCENTAGE OF UNKNOWN'S

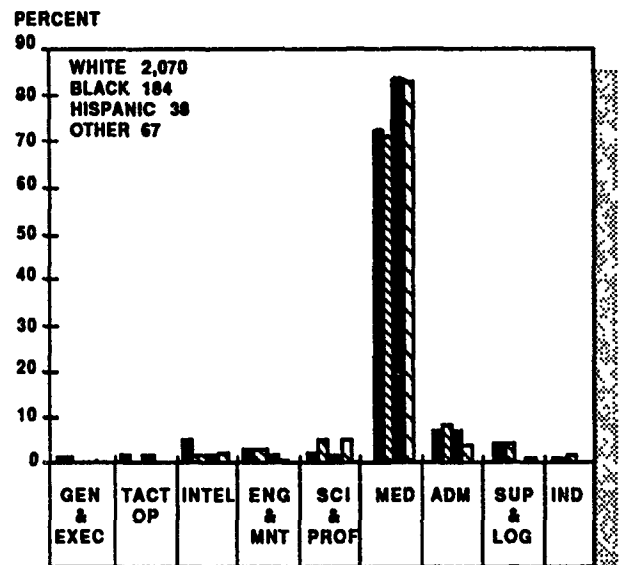
■ WHITE
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 ▤ HISPANIC
 ▦ OTHER

SELECTED RESERVE OFFICER WOMEN BY OCCUPATION RACE/ETHNIC GROUP DISTRIBUTION

AIR NATIONAL GUARD



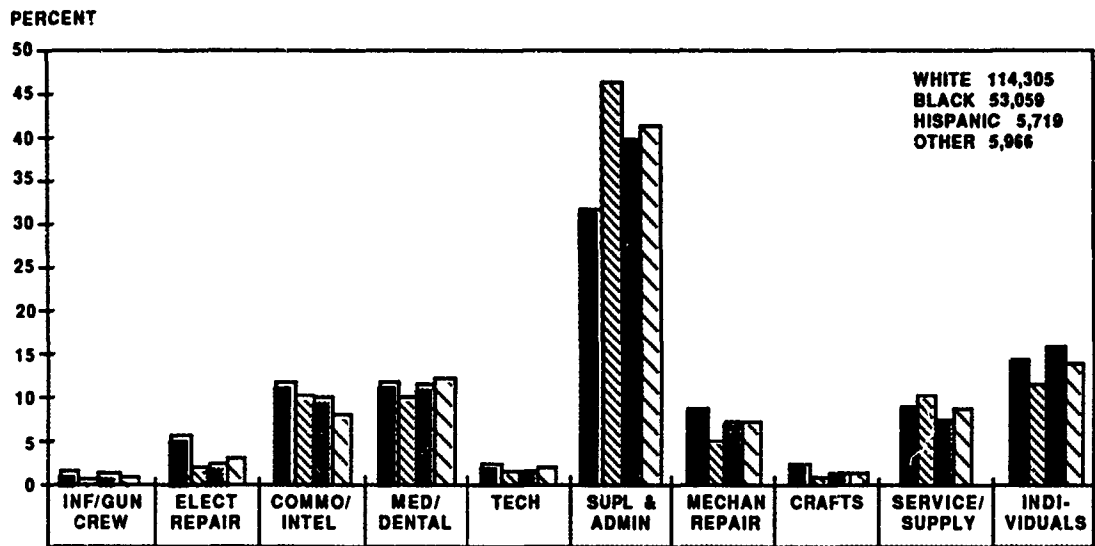
AIR FORCE RESERVE



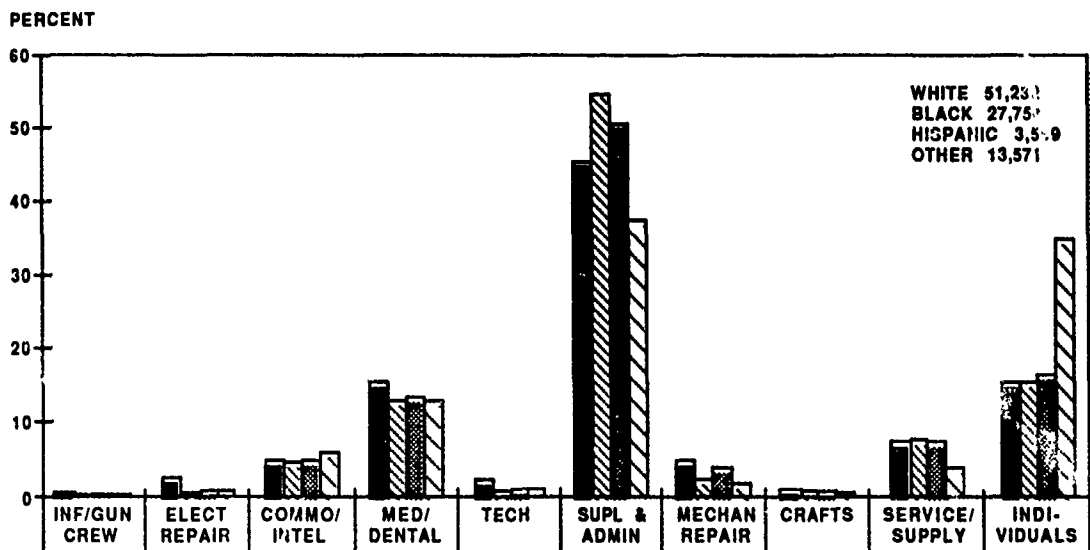
■ WHITE
 ▨ BLACK
 ▤ HISPANIC
 ▩ OTHER

ENLISTED WOMEN BY OCCUPATION RACE/ETHNIC GROUP DISTRIBUTION SEPTEMBER 1985

DoD ACTIVE DUTY



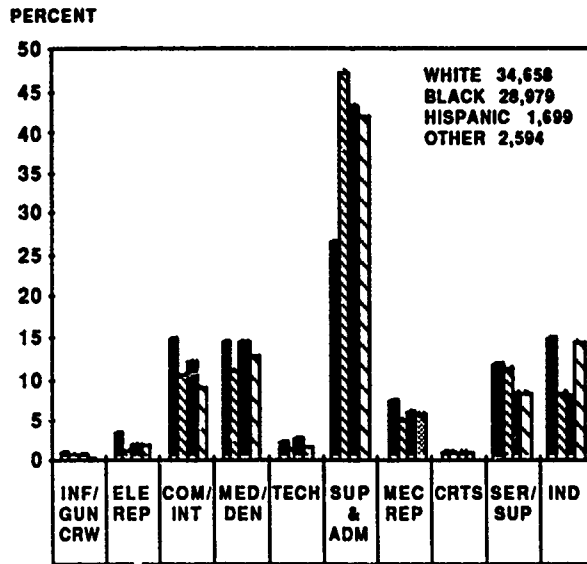
DoD SELECTED RESERVE



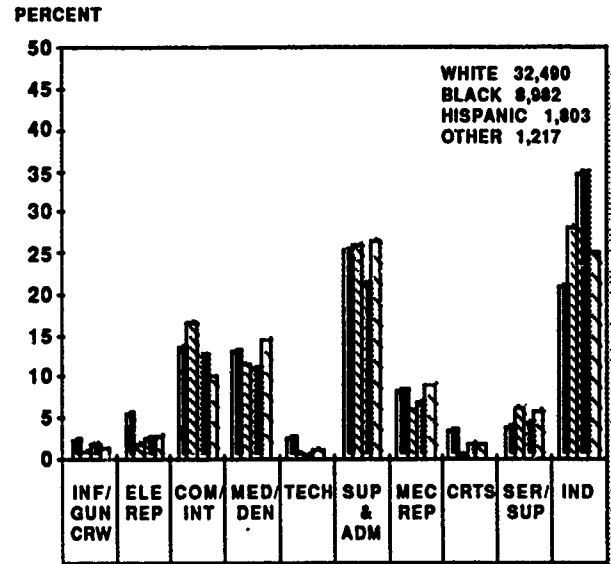
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 BLACK
 HISPANIC
 OTHER

ACTIVE DUTY ENLISTED WOMEN BY OCCUPATION RACE/ETHNIC GROUP DISTRIBUTION

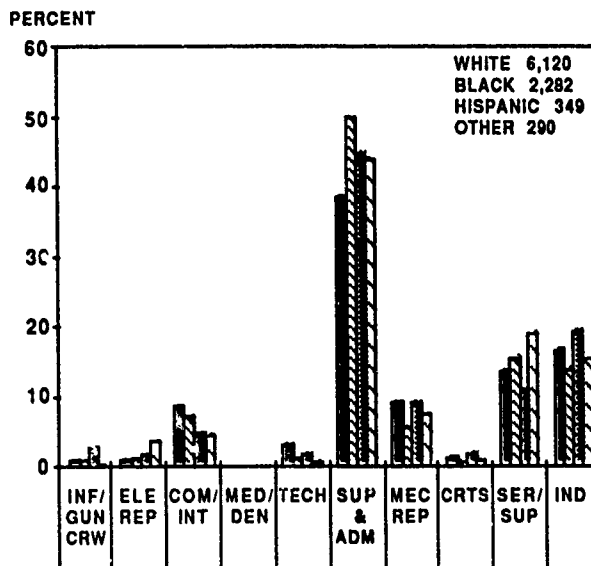
ARMY



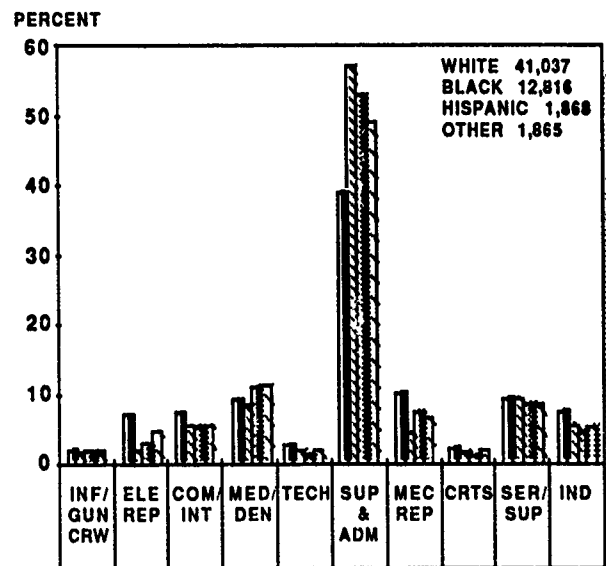
NAVY



MARINE CORPS



AIR FORCE

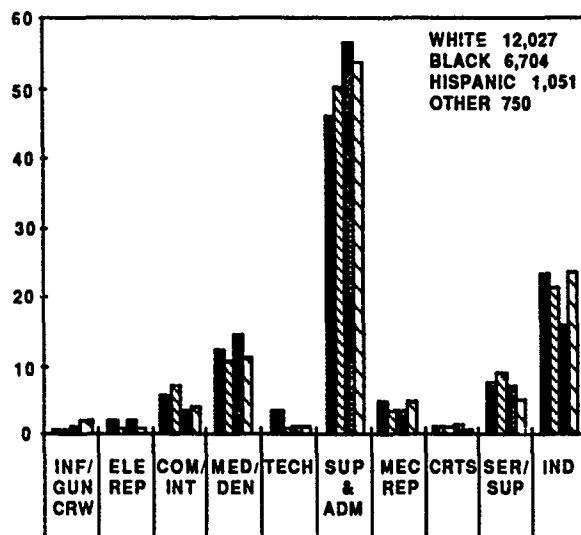


■ WHITE
 ▨ BLACK
 ▩ HISPANIC
 □ OTHER

SELECTED RESERVE ENLISTED WOMEN BY OCCUPATION RACE/ETHNIC GROUP DISTRIBUTION

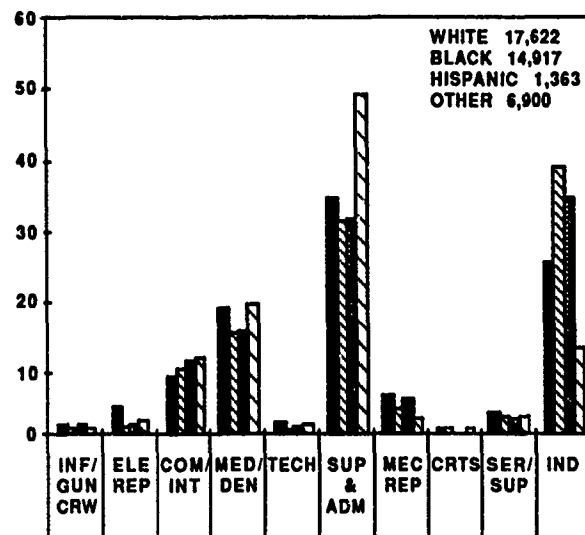
ARMY NATIONAL GUARD

PERCENT



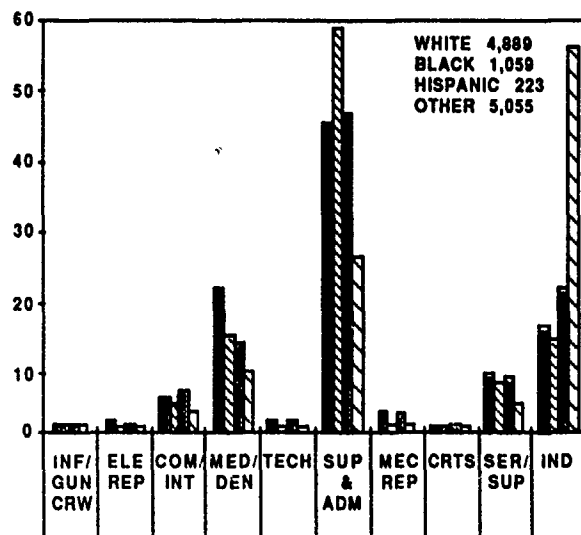
ARMY RESERVE

PERCENT



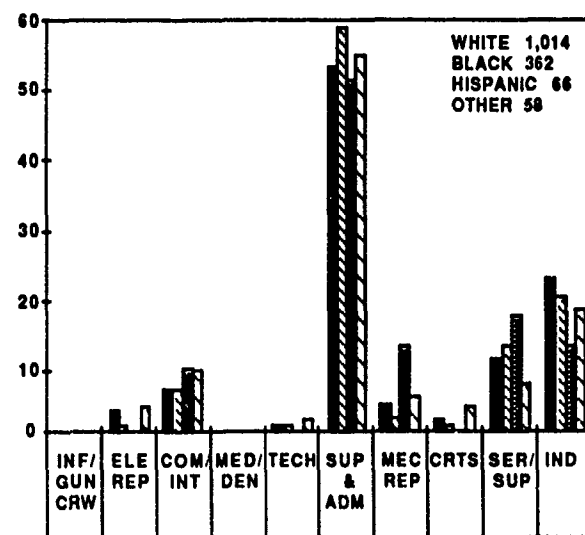
NAVAL RESERVE

PERCENT



MARINE CORPS RESERVE

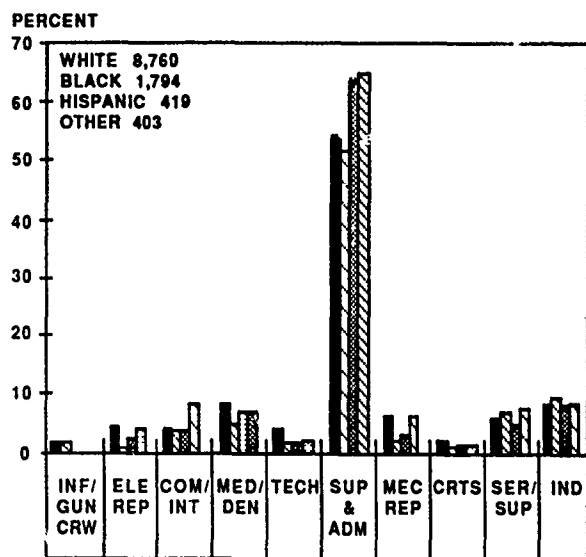
PERCENT



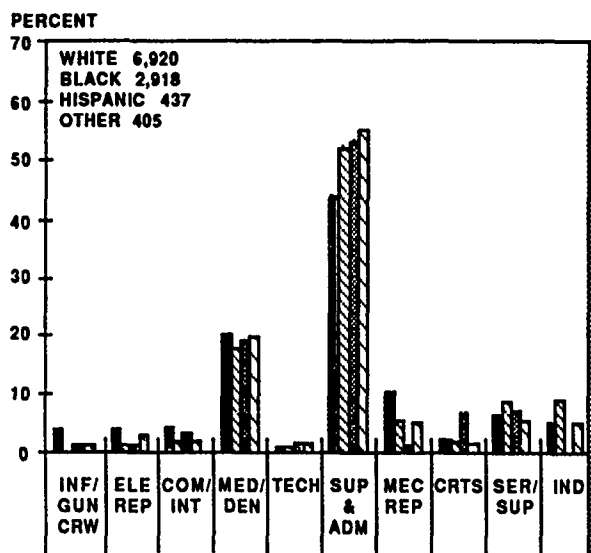
WHITE
 BLACK
 HISPANIC
 OTHER

SELECTED RESERVE ENLISTED WOMEN BY OCCUPATION RACE/ETHNIC GROUP DISTRIBUTION

AIR NATIONAL GUARD



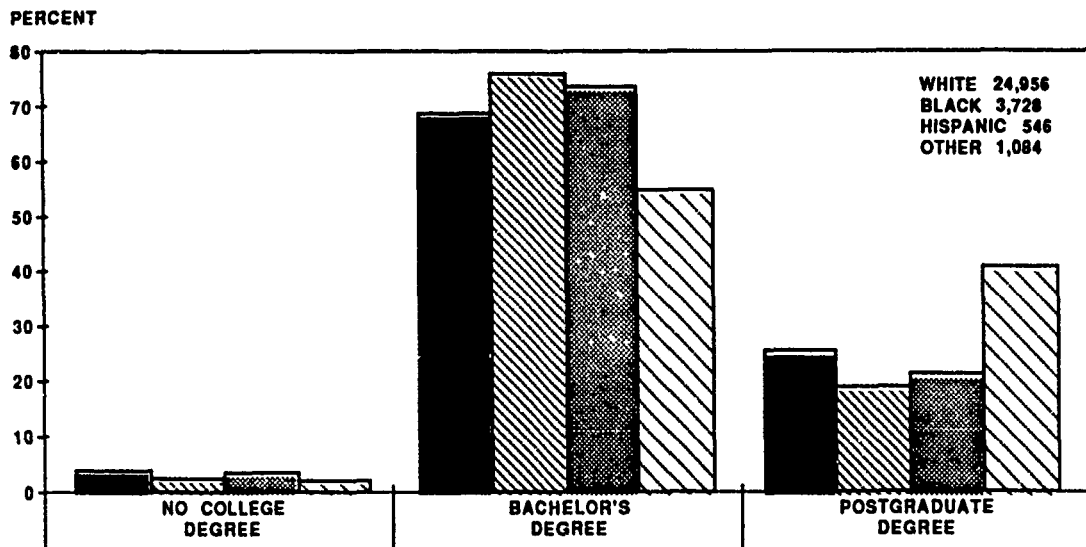
AIR FORCE RESERVE



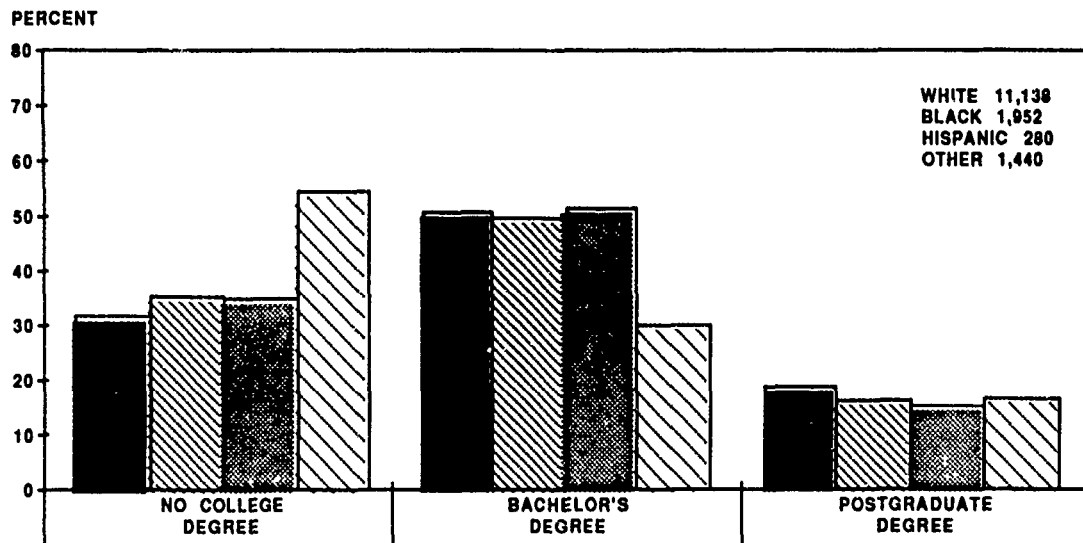
■ WHITE
 ▨ BLACK
 ▩ HISPANIC
 □ OTHER

WOMEN OFFICER EDUCATION LEVELS RACE/ETHNIC GROUP DISTRIBUTION SEPTEMBER 1985

DoD ACTIVE DUTY



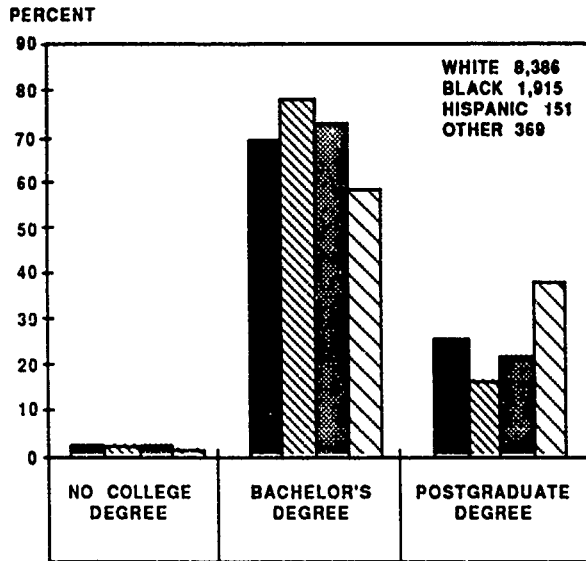
DoD SELECTED RESERVE



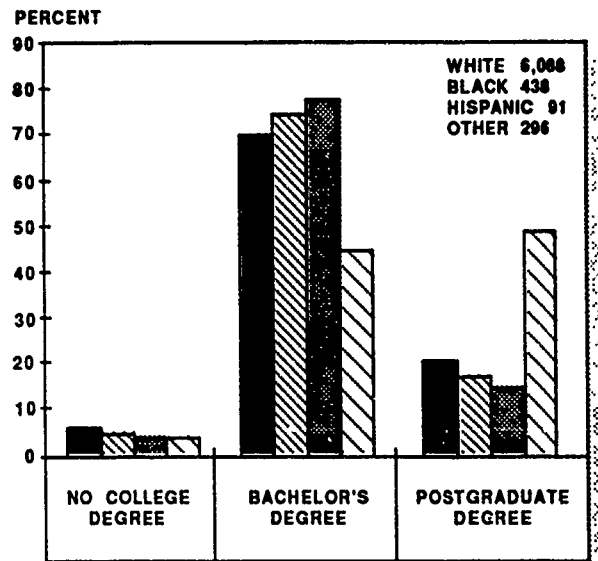
■ WHITE
 ▨ BLACK
 ▩ HISPANIC
 ▧ OTHER

ACTIVE DUTY WOMEN OFFICER EDUCATION LEVELS RACE/ETHNIC GROUP DISTRIBUTION

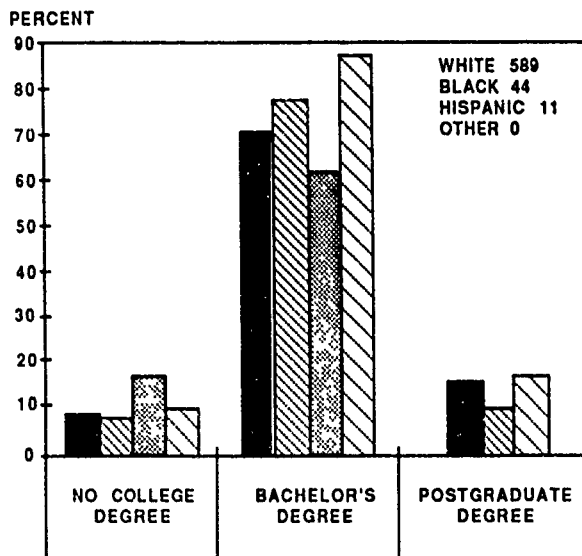
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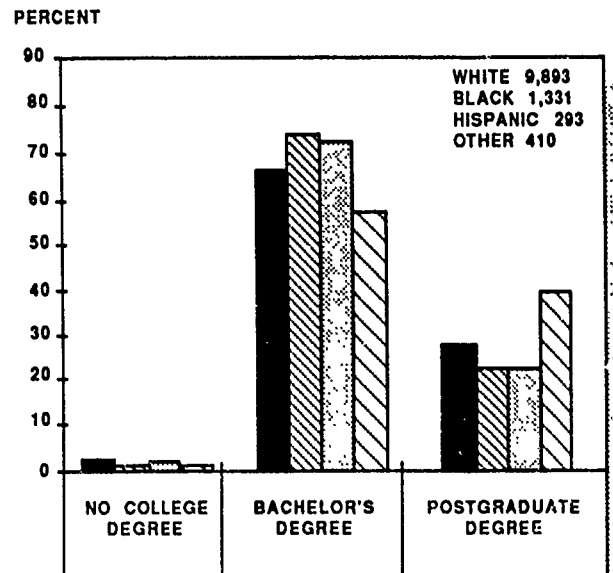
NAVY



MARINE CORPS



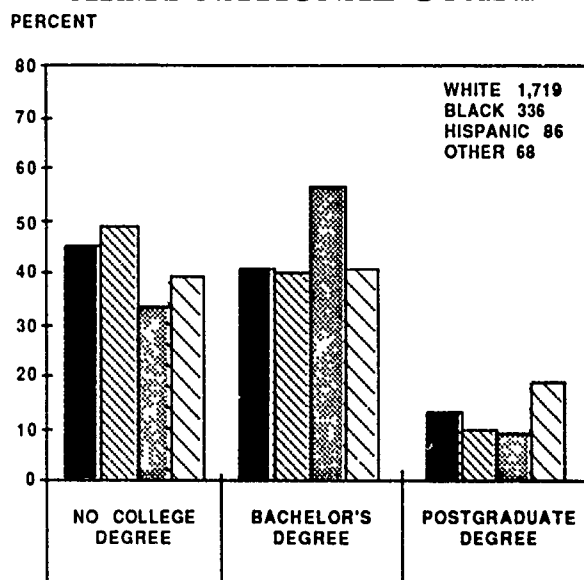
AIR FORCE



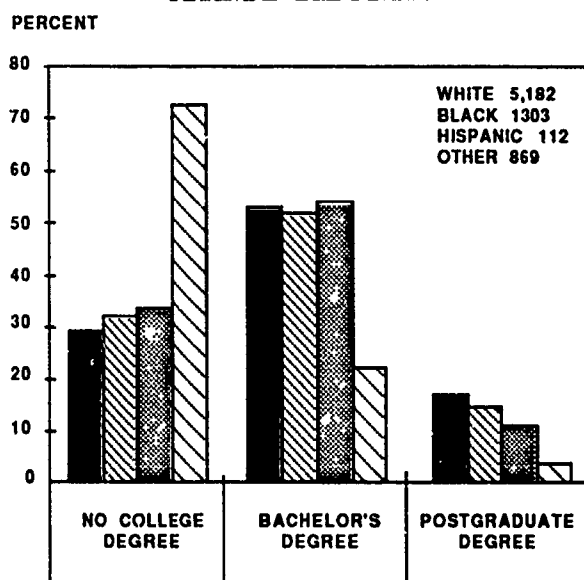
■ WHITE
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 ▩ HISPANIC
 ▤ OTHER

SELECTED RESERVE WOMEN OFFICER EDUCATION LEVELS RACE/ETHNIC GROUP DISTRIBUTION

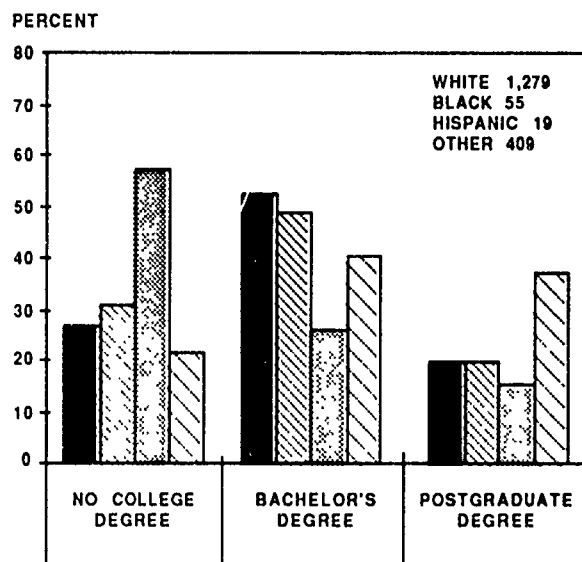
ARMY NATIONAL GUARD



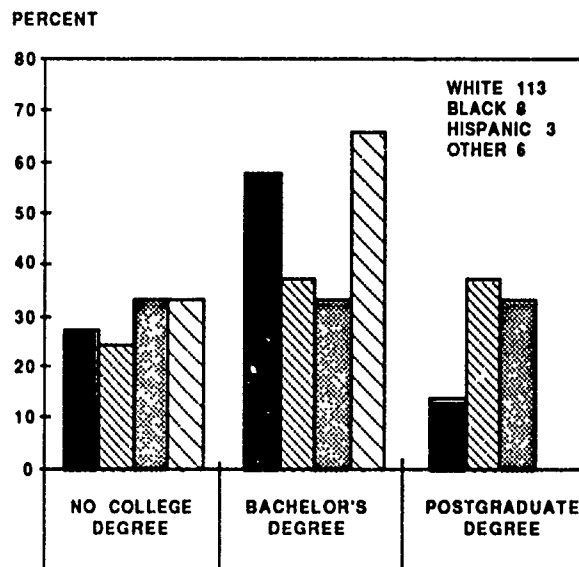
ARMY RESERVE



NAVAL RESERVE



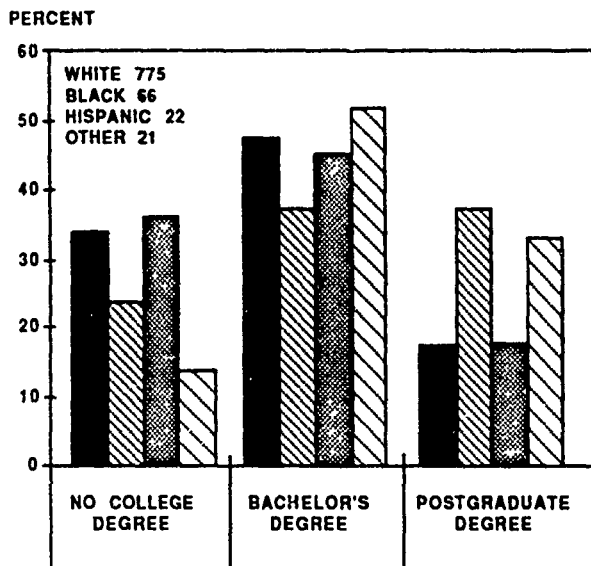
MARINE CORPS RESERVE



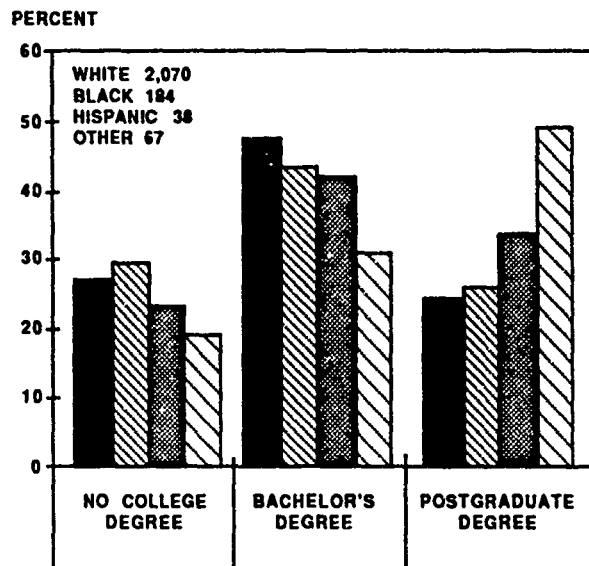
■ WHITE
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 ▩ HISPANIC
 ▤ OTHER

SELECTED RESERVE WOMEN OFFICER EDUCATION LEVELS RACE/ETHNIC GROUP DISTRIBUTION

AIR NATIONAL GUARD



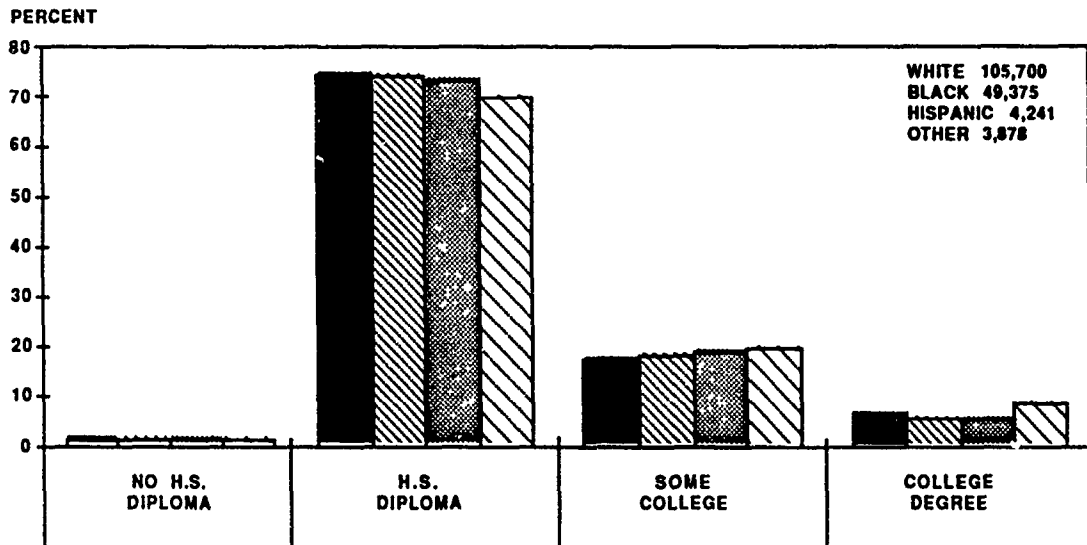
AIR FORCE RESERVE



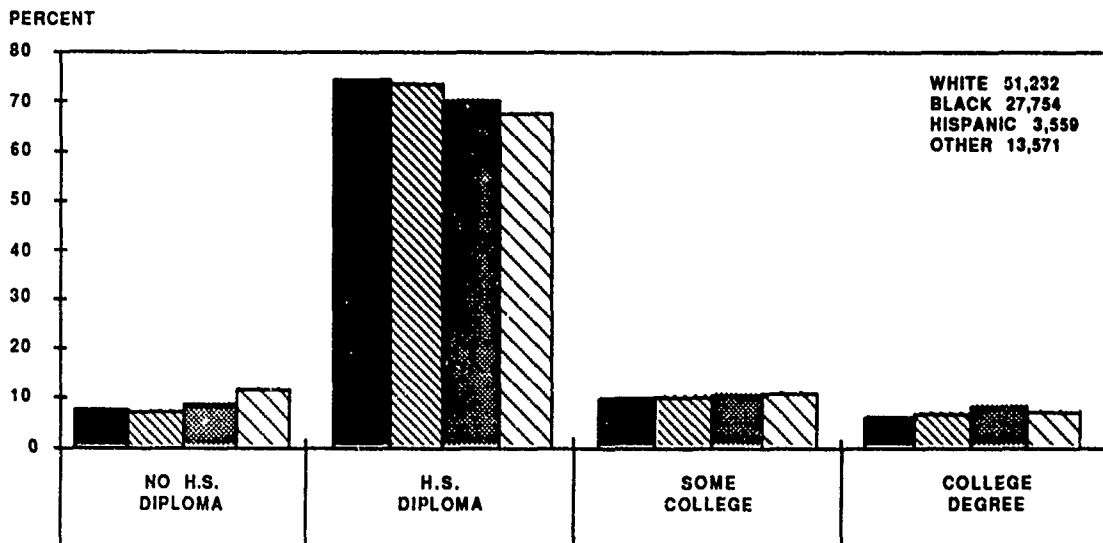
■ WHITE
 ▨ BLACK
 ▩ HISPANIC
 ▧ OTHER

WOMEN ENLISTED EDUCATION LEVELS RACE/ETHNIC GROUP DISTRIBUTION SEPTEMBER 1985

DoD ACTIVE DUTY



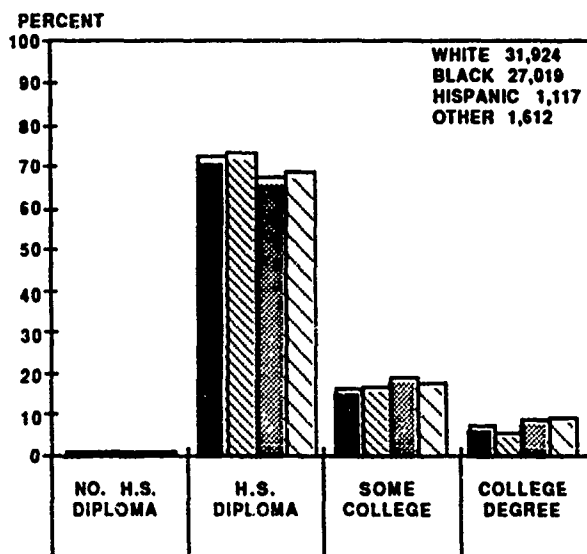
DoD SELECTED RESERVE



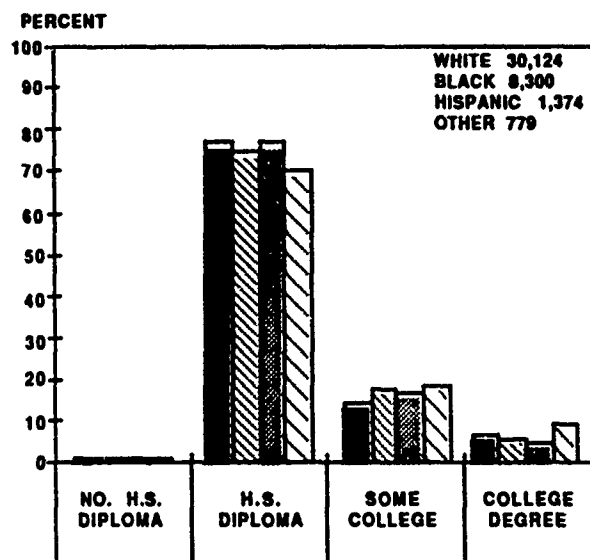
■ WHITE
 ▨ BLACK
 ▩ HISPANIC
 ▧ OTHER

ACTIVE DUTY WOMEN ENLISTED EDUCATION LEVEL RACE/ETHNIC GROUP DISTRIBUTION

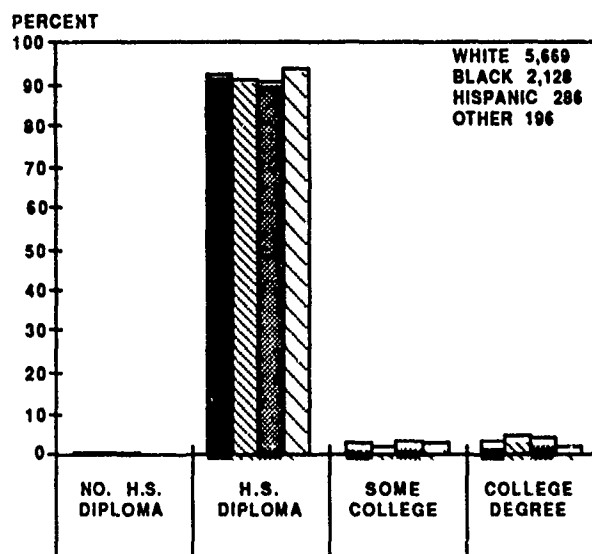
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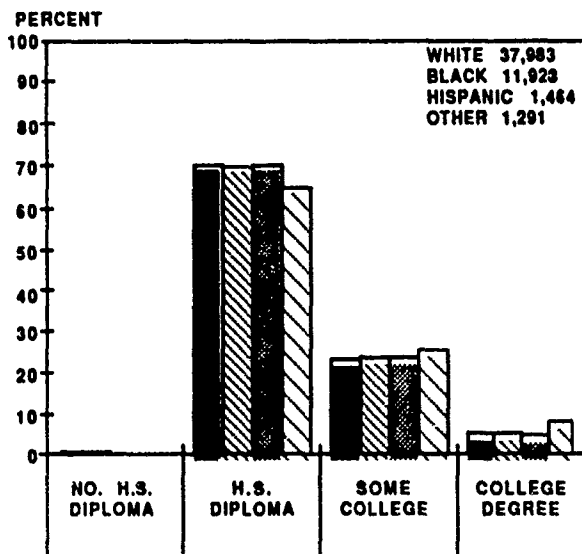
NAVY



MARINE CORPS



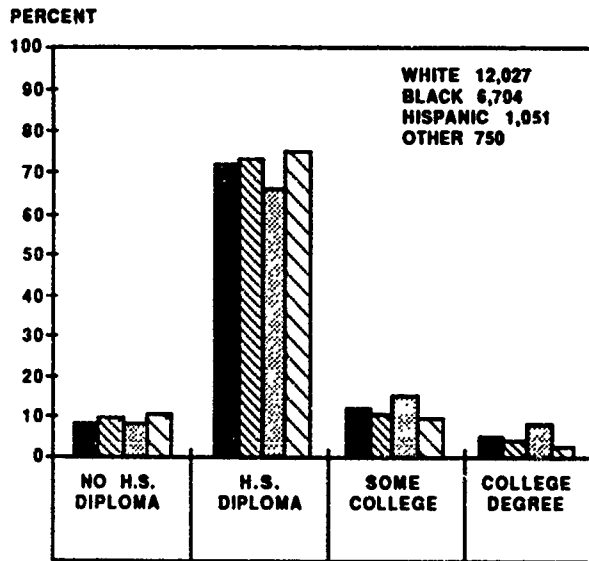
AIR FORCE



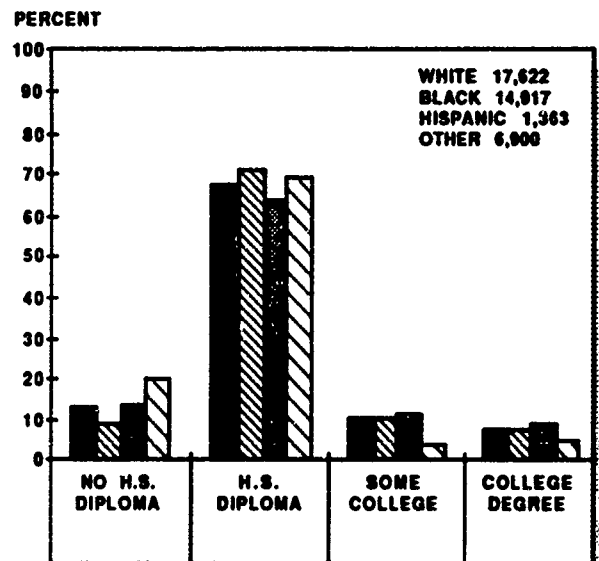
■ WHITE
 ▨ BLACK
 ▩ HISPANIC
 ▤ OTHER

SELECTED RESERVE WOMEN ENLISTED EDUCATION LEVELS RACE/ETHNIC GROUP DISTRIBUTION

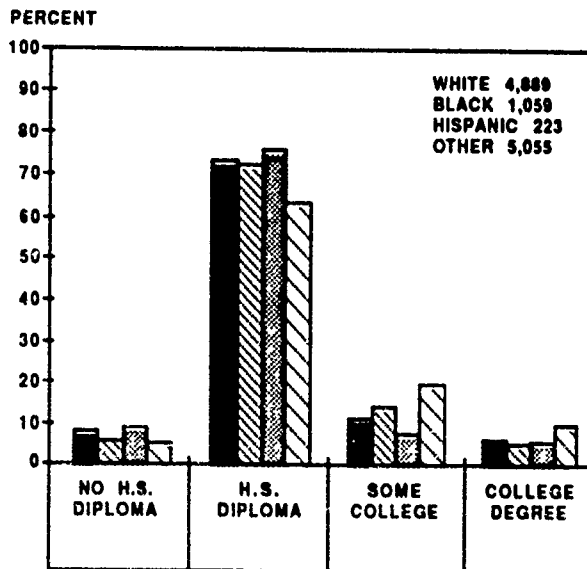
ARMY NATIONAL GUARD



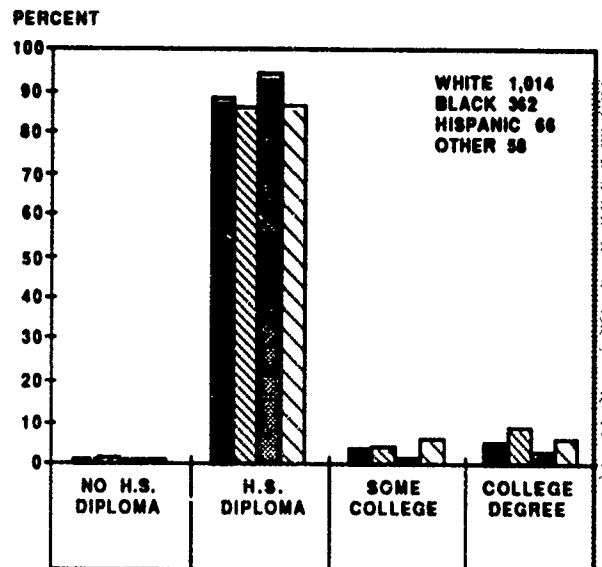
ARMY RESERVE



NAVAL RESERVE



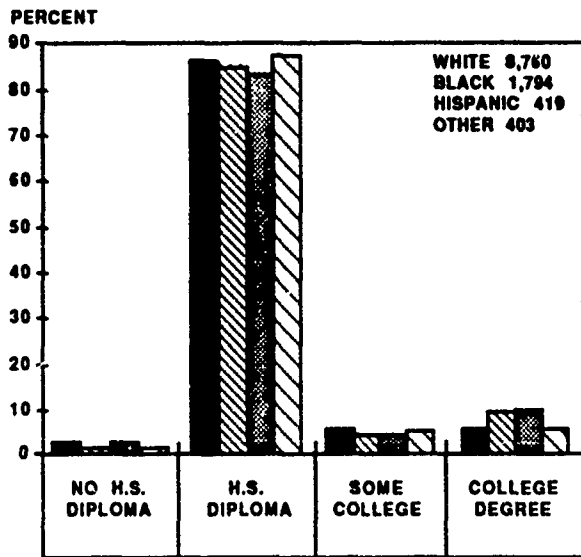
MARINE CORPS RESERVE



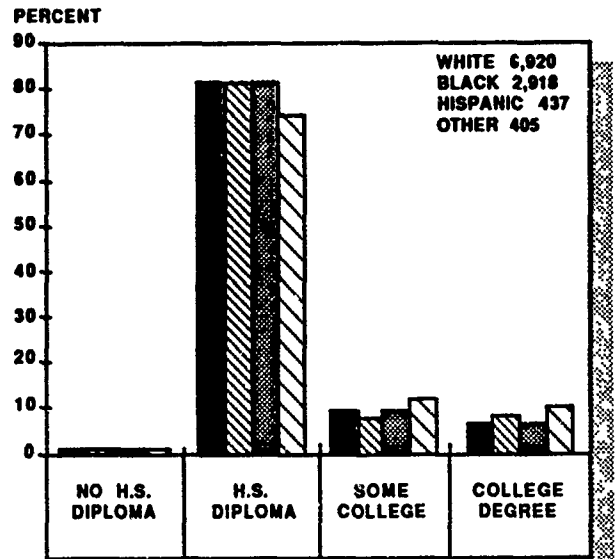
■ WHITE
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SELECTED RESERVE WOMEN ENLISTED EDUCATION LEVELS RACE/ETHNIC GROUP DISTRIBUTION

AIR NATIONAL GUARD



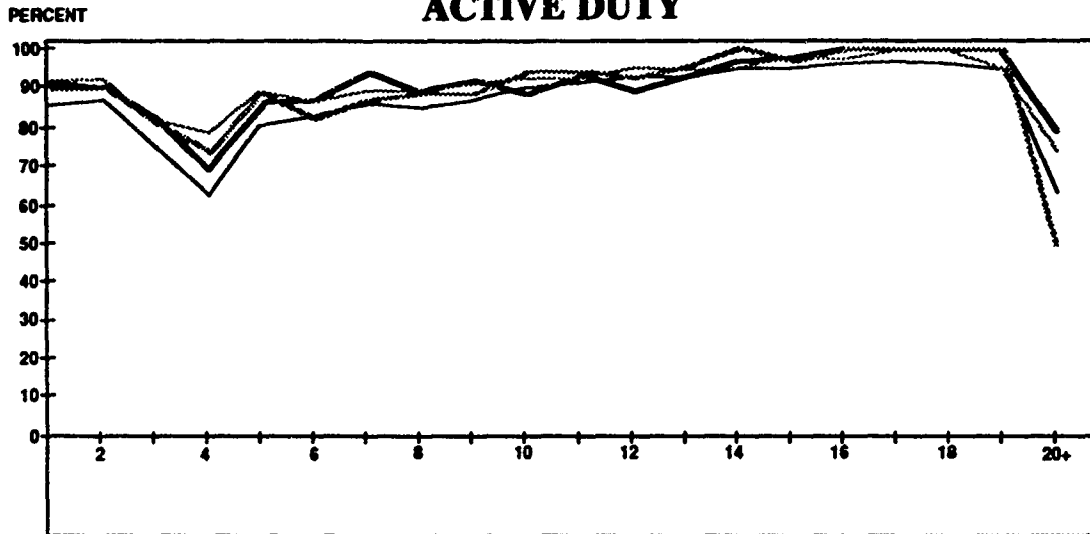
AIR FORCE RESERVE



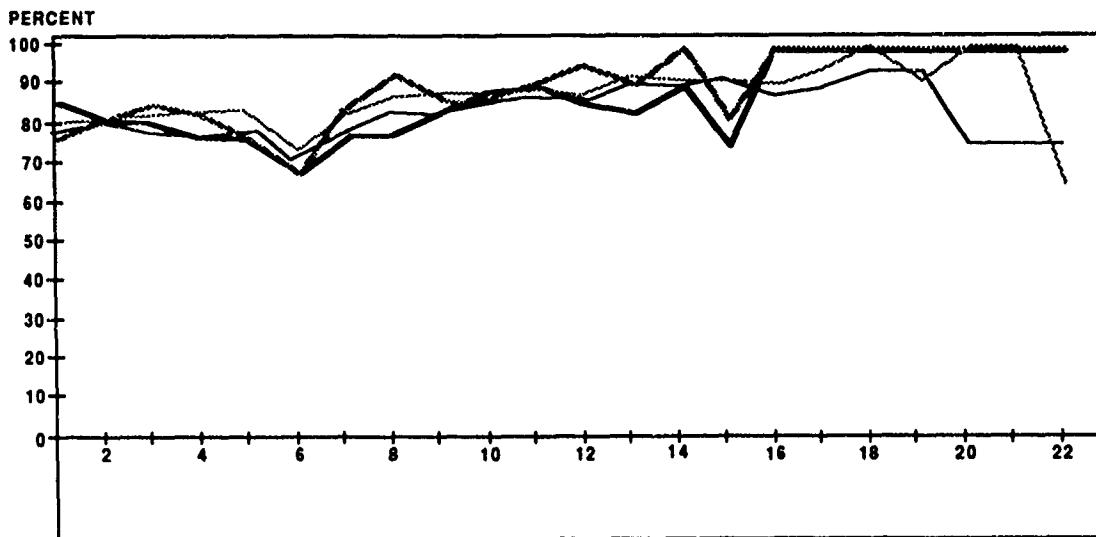
■ WHITE
 ▨ BLACK
 ▩ HISPANIC
 ▤ OTHER

FISCAL YEAR 1985 ENLISTED CONTINUATION RATES BY YEAR OF SERVICE FOR WOMEN BY RACE/ETHNIC GROUP

DoD ACTIVE DUTY



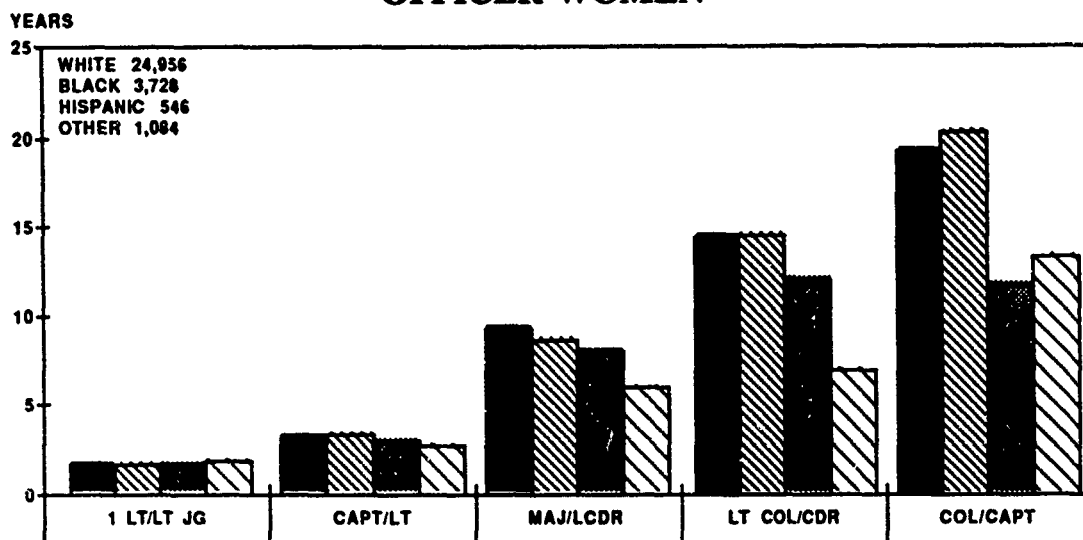
DoD SELECTED RESERVE



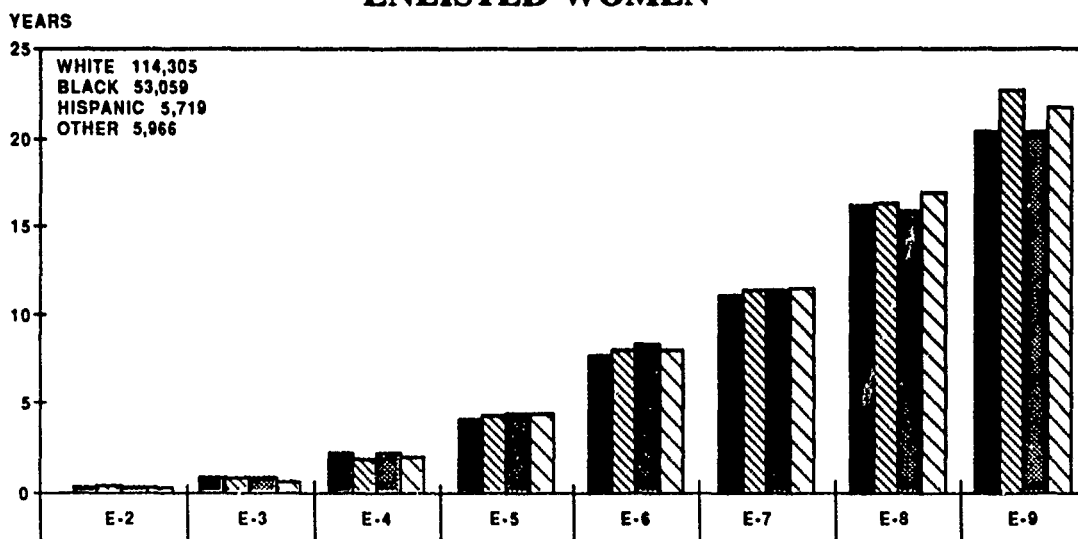
— WHITE
 — BLACK
 — HISPANIC
 — OTHER

TIME IN SERVICE (TIS) AT PROMOTION BY RACE/ETHNIC GROUP

DoD ACTIVE DUTY OFFICER WOMEN



ENLISTED WOMEN

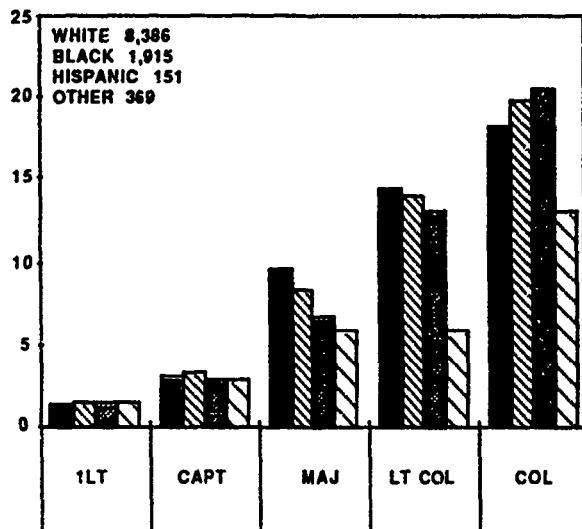


■ WHITE
 ▨ BLACK
 ▩ HISPANIC
 ▤ OTHER

ACTIVE DUTY OFFICER WOMEN TIME IN SERVICE (TIS) AT PROMOTION BY RACE/ETHNIC GROUP

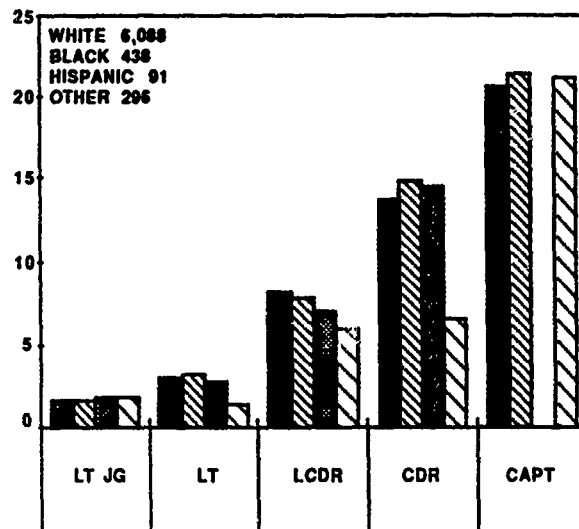
ARMY

YEARS



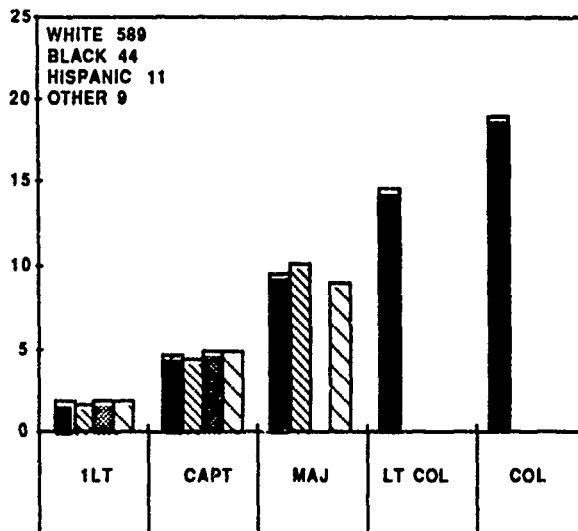
NAVY

YEARS



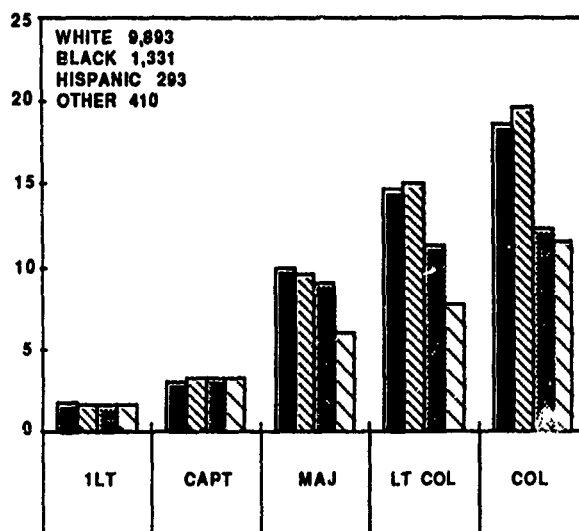
MARINE CORPS

YEARS



AIR FORCE

YEARS

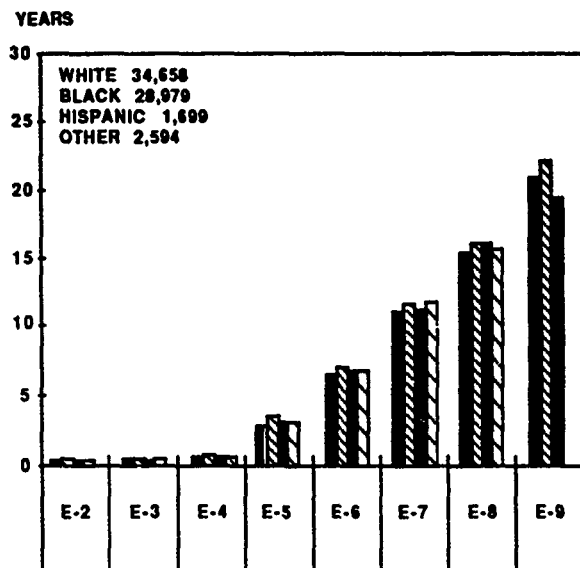


■ WHITE
 ▨ BLACK
 ▩ HISPANIC
 ▧ OTHER

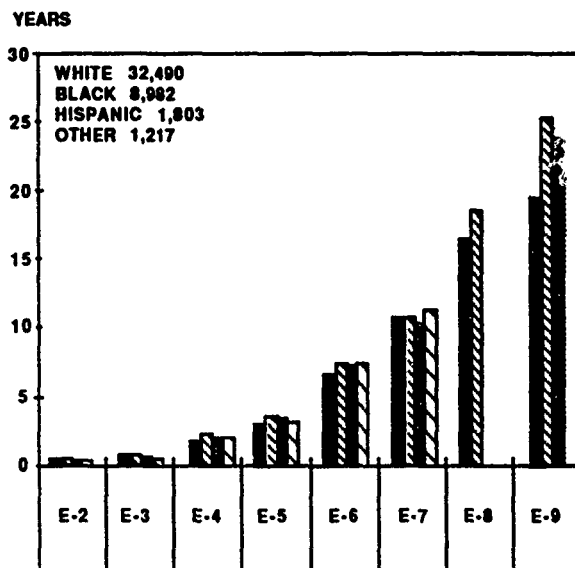
ACTIVE DUTY ENLISTED WOMEN TIME IN SERVICE (TIS) AT PROMOTION

BY RACE/ETHNIC GROUP

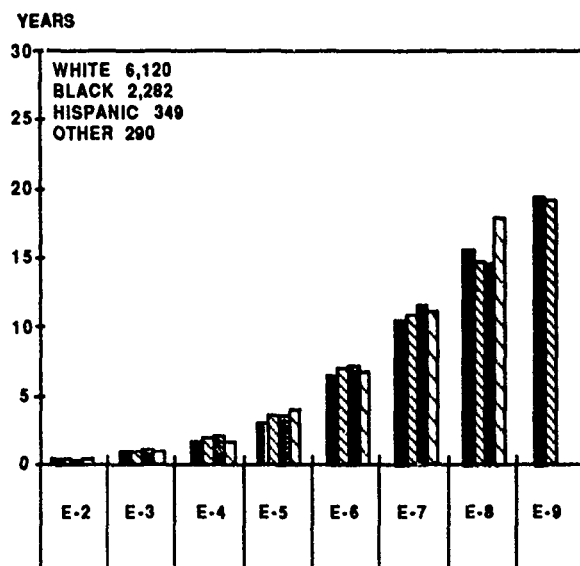
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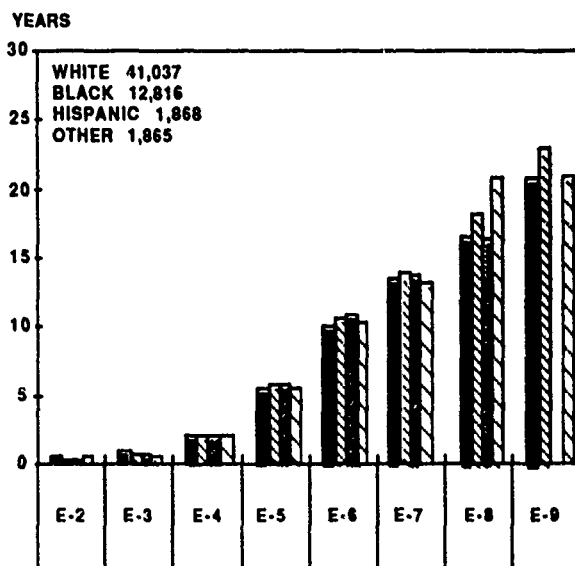
NAVY



MARINE CORPS



AIR FORCE



WHITE
 BLACK
 HISPANIC
 OTHER



SECTION IV

COAST GUARD OFFICER & ENLISTED

COAST GUARD WOMEN

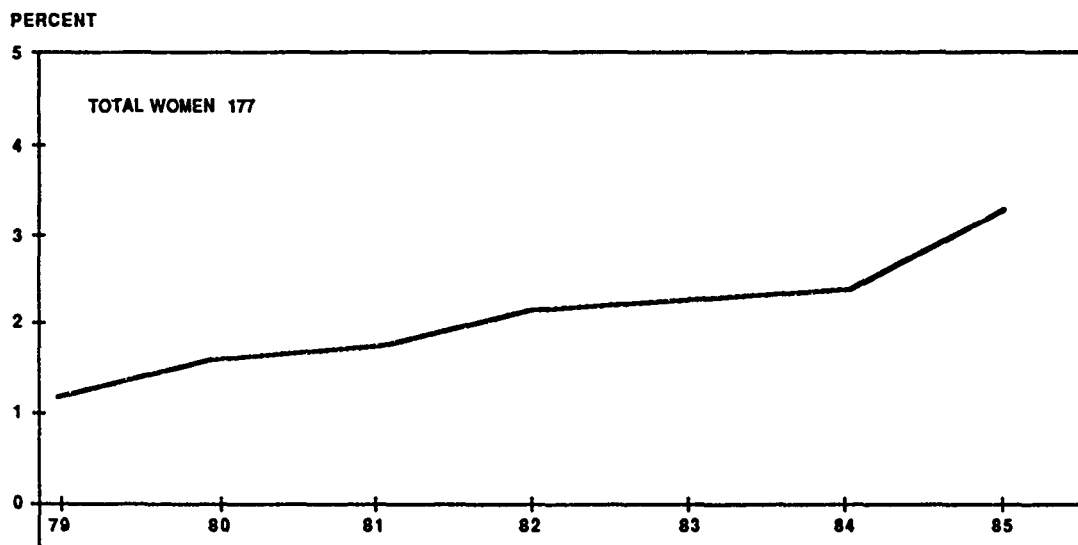
The Coast Guard is organized under the Department of Transportation, but in time of war, or when the President directs, it becomes part of the Navy. In 1973 the Coast Guard Women's Reserve was dissolved and women entered the regular force. Today there are no restrictions on the assignment of Coast Guard women. They may serve in every occupation and

assignment, including command of Coast Guard vessels.

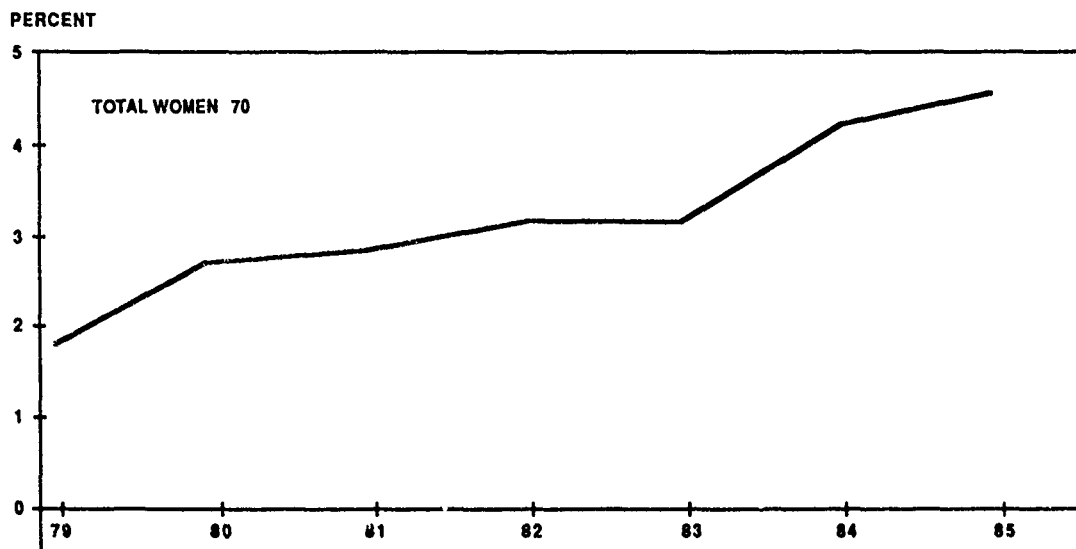
The following charts provide an overview of the current status of Coast Guard officer and enlisted women in both the Active Force and Selected Reserve.

WOMEN OFFICER PERSONNEL AS A PERCENT OF TOTAL OFFICER STRENGTH

ACTIVE DUTY

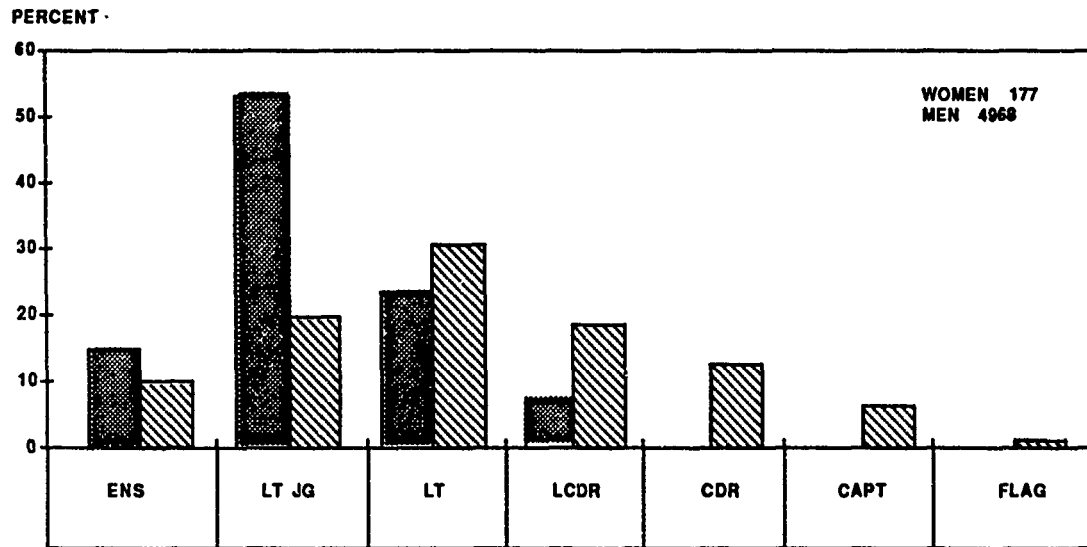


COAST GUARD RESERVE

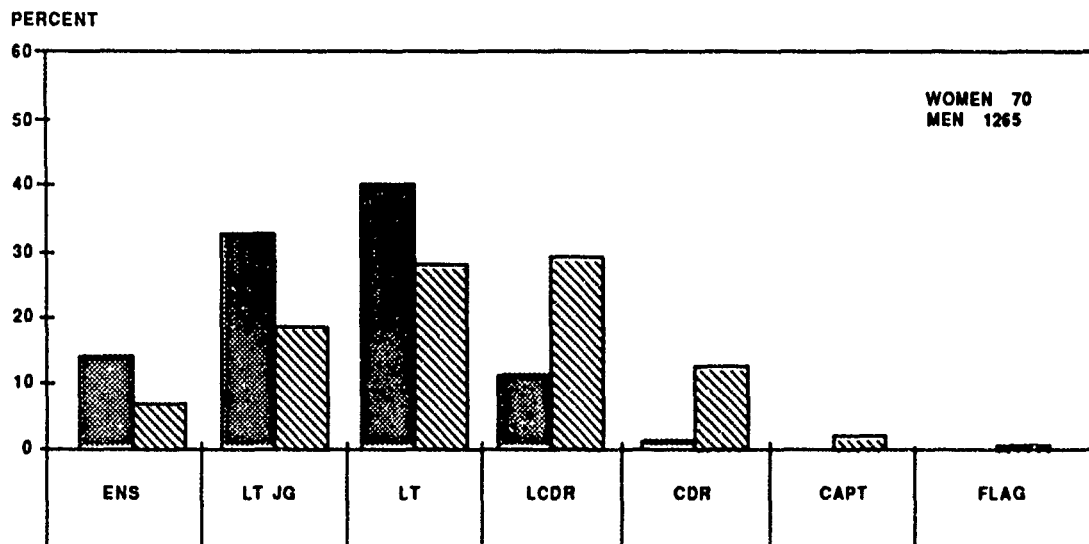


OFFICER DISTRIBUTION BY GRADE SEPTEMBER 1985

ACTIVE DUTY



COAST GUARD RESERVE

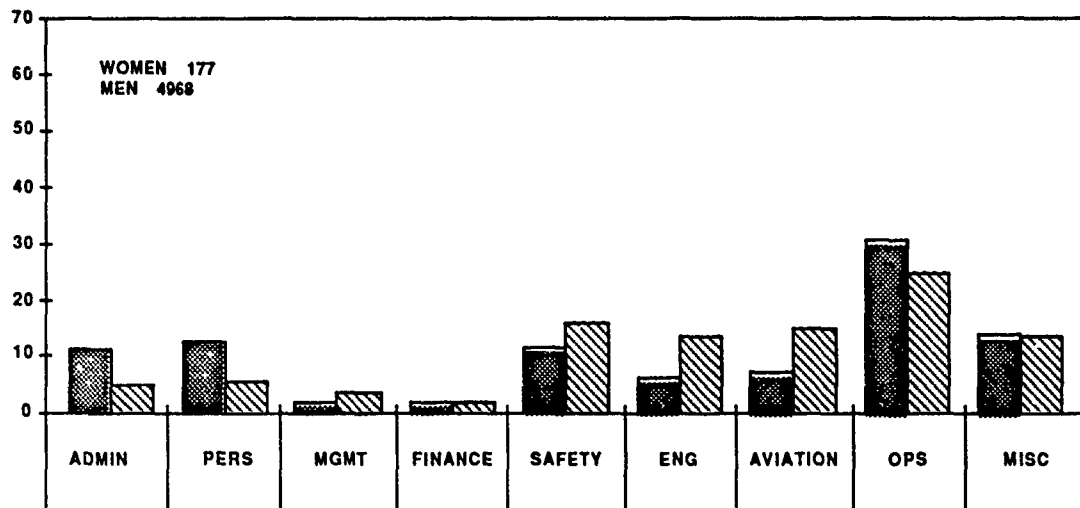


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OFFICER DISTRIBUTION BY OCCUPATION SEPTEMBER 1985

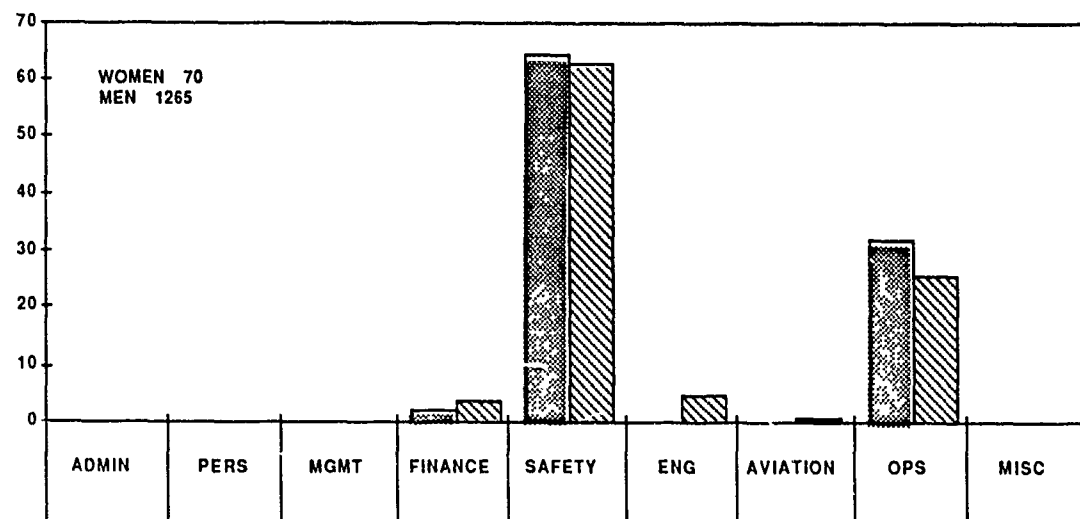
ACTIVE DUTY

PERCENT



COAST GUARD RESERVE

PERCENT

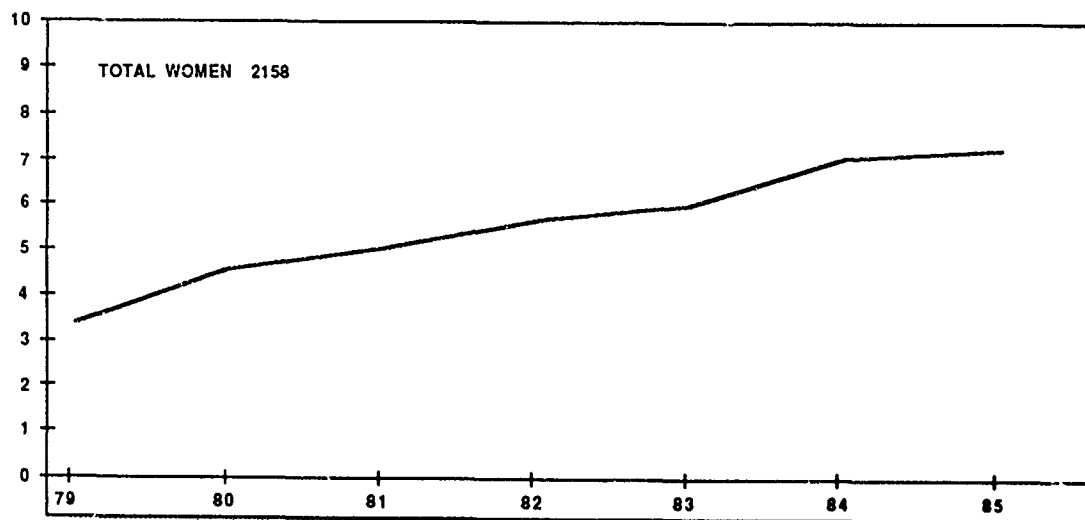


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WOMEN ENLISTED PERSONNEL AS A PERCENT OF TOTAL ENLISTED STRENGTH

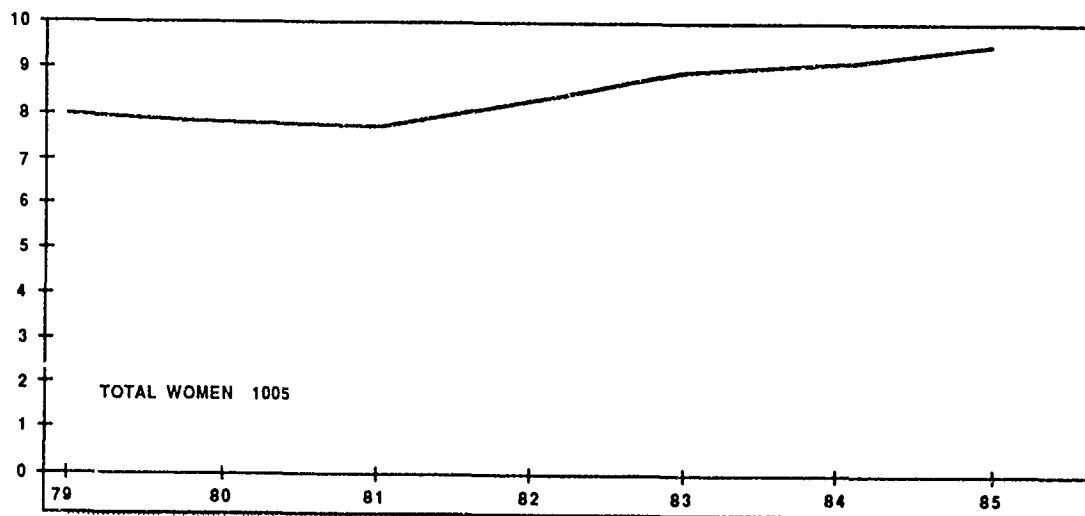
ACTIVE DUTY

PERCENT



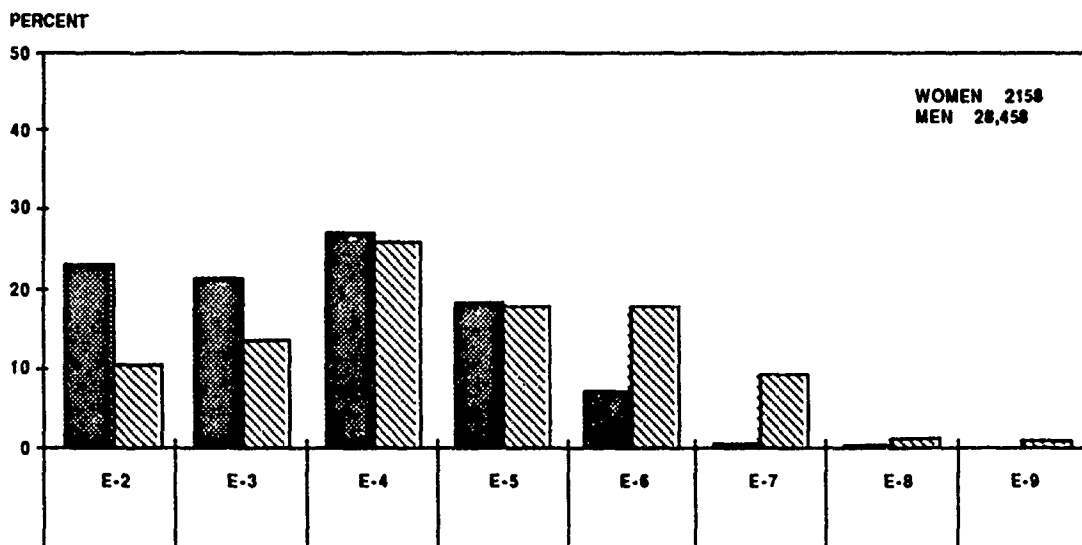
COAST GUARD RESERVE

PERCENT

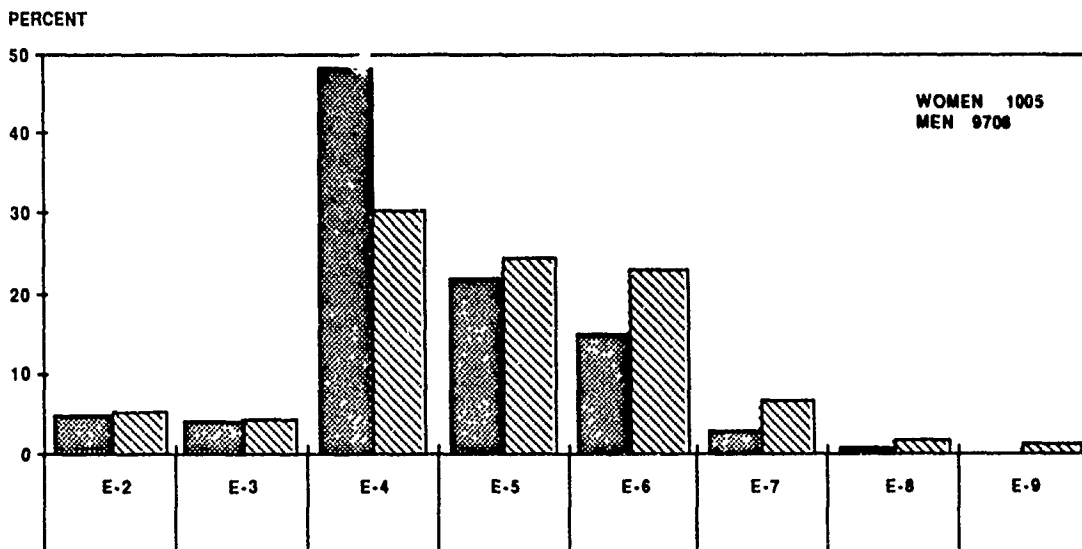


COAST GUARD ENLISTED DISTRIBUTION BY GRADE SEPTEMBER 1985

ACTIVE DUTY



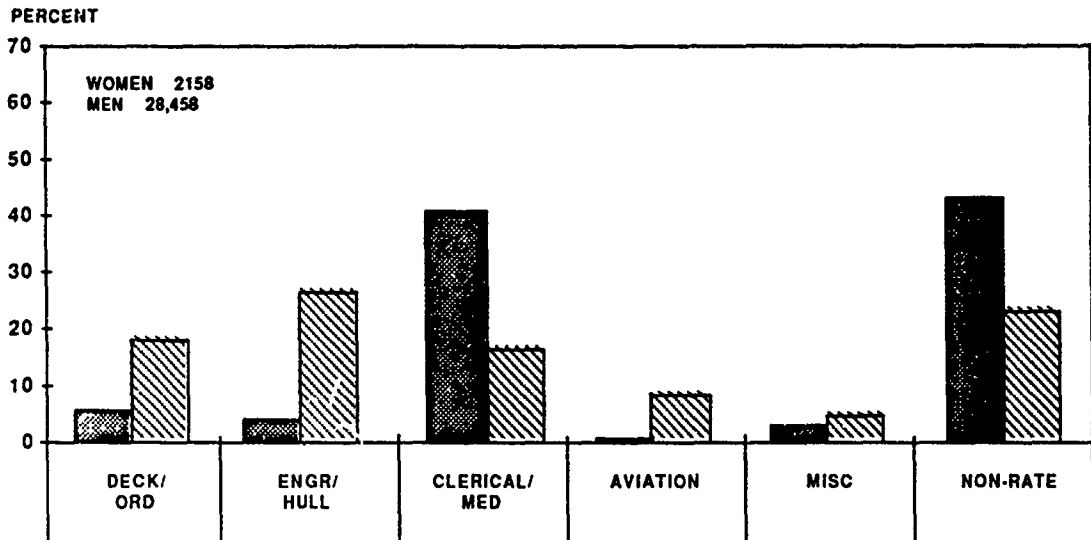
COAST GUARD RESERVE



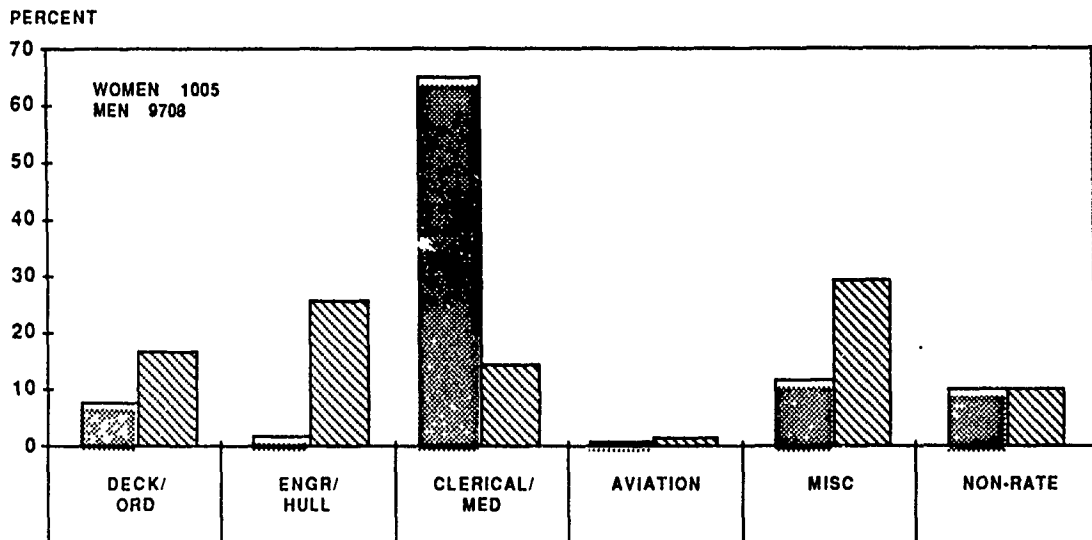
WOMEN
 MEN

ENLISTED DISTRIBUTION BY OCCUPATION SEPTEMBER 1985

ACTIVE DUTY



COAST GUARD RESERVE



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